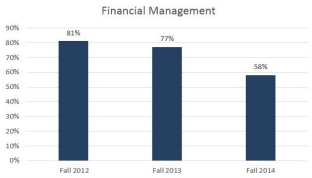
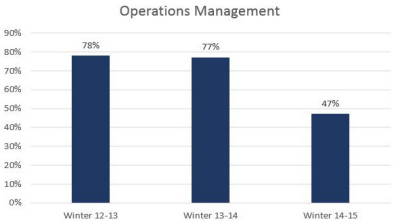
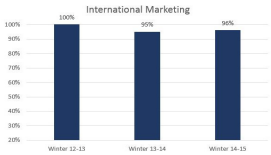
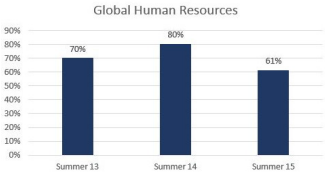
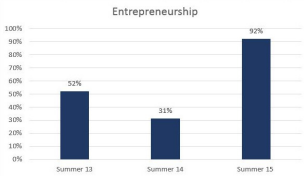
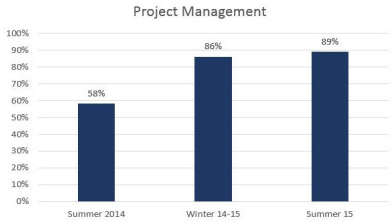
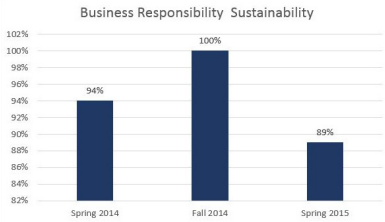
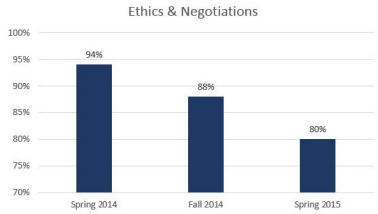
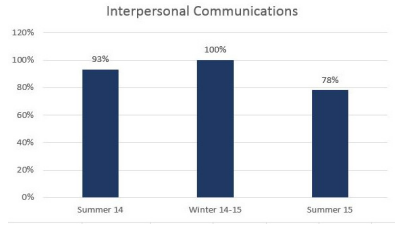
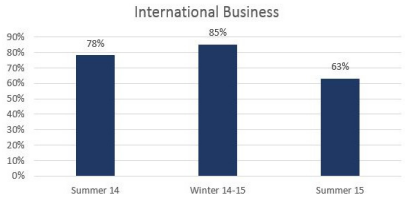
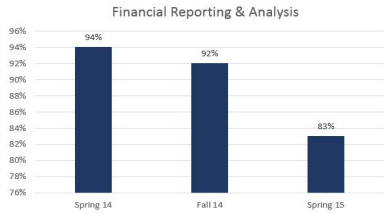
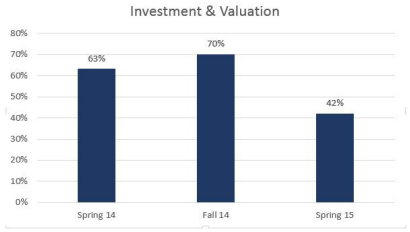
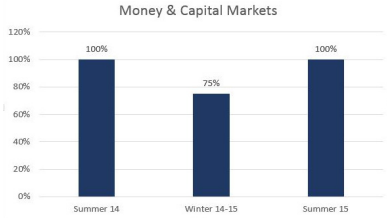
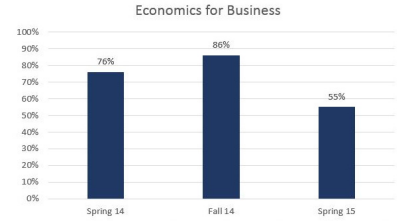
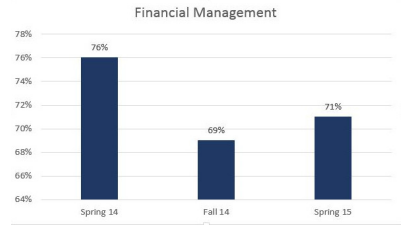
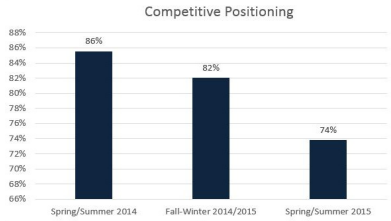
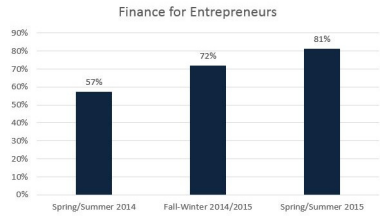
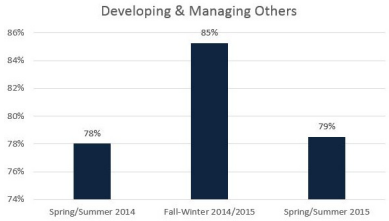
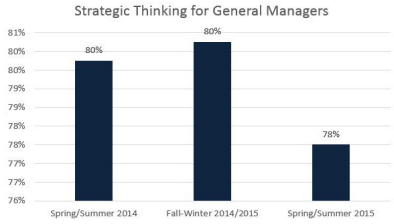
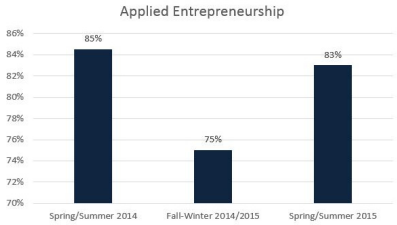
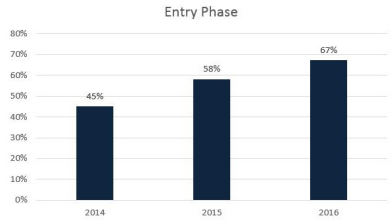
Figure 4.2 - Standard #4 Measurement and Analysis of Student Learning and Performance

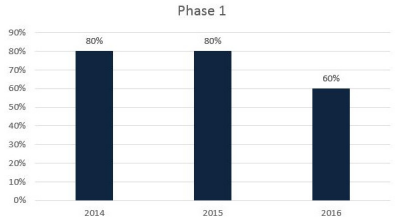
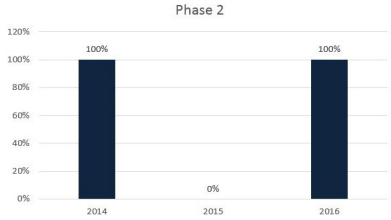
Use this table to supply data for Criterion 4.2.

Performance Indicator	Definition
1. Student Learning Results	A student learning outcome is one that measures a specific competency attainment. *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).* 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**
Performance Measure	**Description of Measurament Intrument to include**	**Areas of Succes**	**Analysis and Action taken**	**Results of action taken (occurs in the following years)**	**Graphs**
BBA Students will demonstrate a proficiency in Financial Management: **60%** of students will complete the course **Financial Management** with a rank of **75%** or above.	Summative, Formative, Direct and Internal assessment	On average 72% of the students met the standard over the period 2012-2014.	This particular professor was inflating the grades. We gave the professor some warnings. As we are so close to our objective we will maintain the same goal at 75%.	Success rate continued to be monitored.	
BBA Students will demonstrate a proficiency in Operations Management: **60%** of students will complete the course **Operations Management** with a rank of **75%** or above.	Summative, Formative, Direct and Internal assessment	On average 67% of the students met the standard over the period 2012-2015.	Due to the lack of success in achieving our goal in Winter 14-15 we decided to replace the professor as he was teaching too many courses. We brought an expert in Operations so we believe that the new professor will bring value to the course and we will keep the same goal at 75%	Success rate continued to be monitored.	
BBA Students will demonstrate a proficiency in International Marketing: **60%** of students will complete the course **International Marketing** with a rank of **75%** or above.	Summative, Formative, Direct and Internal assessment	On average 97% of the students met the standard over the period 2012-2015.	Due to the grade record over the past 3 years we have revised the course content and dynamic and assigned a new professor. The goal of 75% will be maintained.	Success rate continued to be monitored.	
BBA Students will demonstrate a proficiency in Global Human Resources: **60%** of students will complete the course **Global Human Resources** with a rank of **75%** or above.	Summative, Formative, Direct and Internal assessment	On average 70% of the students met the standard over the period 2013-2015.	We will maintain our goal at 75% until next periodic review as we forecast a good trend.	Success rate continued to be monitored.	
60% of the BBA Students will successfully complete the bachelor's level capstone course **Entrepreneurship** module with a rank of **75%** or above.	Capstone course - Summative, Formative, Direct and Internal assessment	On average 58% of the students met the standard over the period 2013-2015.	We started introducing Sustainability in our capstone project in 2012 and that explains our low success rates in 2013 and 2014. We will maintain our goal at 75% until next periodic review as Summer 2015 showed big improvements.	Success rate continued to be monitored.	
MIB Students will demonstrate a proficiency in Project Management: **60%** of students will complete the course **Project Management** with a rank of **75%** or above.	Summative, Formative, Direct and Internal assessment	On average 78% of the students met the standard over the period 2014-2015.	Due to the success in achieving the goal over the past 3 terms we will increase our goal to 80%.	Success rate continued to be monitored.	
MIB Students will demonstrate a proficiency in Business Responsibility & Sustainability: **60%** of students will complete the course **Business Responsibility & Sustainability** with a rank of **75%** or above.	Summative, Formative, Direct and Internal assessment	On average 94% of the students met the standard over the period 2014-2015.	Due to the success in achieving the goal over the past 3 terms we will increase our goal to 80%.	Success rate continued to be monitored.	

MIB Students will demonstrate a proficiency in Ethics & Negotiations: **60%** of students will complete the course **Ethics & Negotiations** with a rank of **75%** or above.	Summative, Formative, Direct and Internal assessment	On average 87% of the students met the standard over the period 2014-2015.	Due to the success in achieving the goal over the past 3 terms we will increase our goal to 80%.	Success rate continued to be monitored.	
MIB Students will demonstrate a proficiency in Interpersonal Communications: **60%** of students will complete the course **Interpersonal Communications** with a rank of **75%** or above.	Summative, Formative, Direct and Internal assessment	On average 90% of the students met the standard over the period 2014-2015.	Due to the success in achieving the goal over the past 3 terms we will increase our goal to 80%.	Success rate continued to be monitored.	
60% of **the MIB Students** will successfully complete the Master's level capstone course **International Business** module with a rank of **75% or above.**	Summative, Formative, Direct and Internal assessment	On average 75% of the students met the standard over the period 2014-2015.	Due to the success in achieving the goal over the past 3 terms we will increase our goal to 80%.	Success rate continued to be monitored.	
MScIF Students will demonstrate a proficiency in Financial Reporting & Analysis: **60%** of students will complete the course **Financial Reporting & Analysis** with a rank of **75%** or above.	Summative, Formative, Direct and Internal assessment	On average 90% of the students met the standard over the period 2014-2015.	Due to the success in achieving the goal over the past 3 terms we will increase our goal to 80%.	Success rate continued to be monitored.	
MScIF Students will demonstrate a proficiency in Investment & Valuation: **60%** of students will complete the course **Investment & Valuation** with a rank of **75%** or above.	Summative, Formative, Direct and Internal assessment	On average 58% of the students met the standard over the period 2014-2015.	Due to the lack of success in achieving the goal over the past 3 terms we will maintain our goal to 75%. We also changed professor.	Success rate continued to be monitored.	
MScIF Students will demonstrate a proficiency in Money & Capital Markets: **60%** of students will complete the course **Money & Capital Markets** with a rank of **75%** or above.	Summative, Formative, Direct and Internal assessment	On average 92% of the students met the standard over the period 2014-2015.	Due to the success in achieving the goal over the past 3 terms we will increase our goal to 80%.	Success rate continued to be monitored.	
MScIF Students will demonstrate a proficiency in Economics for Business: **60%** of students will complete the course **Economics for Business** with a rank of **75%** or above.	Summative, Formative, Direct and Internal assessment	On average 72% of the students met the standard over the period 2014-2015.	Due to the difficulty in achieving the goal in the past three terms the goal will be maintained at 75%.	Success rate continued to be monitored.	

60% of **the MScIF Students** will successfully complete the Master's level capstone course **Financial Management** module with a rank of **75% or above.**	Summative, Formative, Direct and Internal assessment	On average 72% of the students met the standard over the period 2014-2015.	We will maintain our goal at 75% until next periodic review as we forecast a good trend.	Success rate continued to be monitored.	
MBA and EMBA Students will demonstrate a proficiency in Competitive Positioning: **60%** of students will complete the course **Competitive Positioning** with a rank of **75%** or above.	Summative, Formative, Direct and Internal assessment	On average 80% of the students met the standard over the period 2014-2015.	Although we achieved our goal we will review the teaching methods, the course content and the dynamics of the course in order to improve in the next periodic review.	Success rate continued to be monitored.	
MBA and EMBA Students will demonstrate a proficiency in Finance for Entrepreneurs: **60%** of students will complete the course **Finance for Entrepreneurs** with a rank of **75%** or above.	Summative, Formative, Direct and Internal assessment	On average 70% of the students met the standard over the period 2014-2015.	Due to the success in achieving the goal over the past 3 semesters we will increase our goal to 80%.	Success rate continued to be monitored.	
MBA and EMBA Students will demonstrate a proficiency in Developing & Managing Others: **60%** of students will complete the course **Developing & Managing Others** with a rank of **75%** or above.	Summative, Formative, Direct and Internal assessment	On average 81% of the students met the standard over the period 2014-2015.	Although we achieved our goal we will review the teaching methods, the course content and the dynamics of the course in order to improve in the next periodic review.	Success rate continued to be monitored.	
MBA and EMBA Students will demonstrate a proficiency in Streategic Thinking for General Managers: **60%** of students will complete the course **Streategic Thinking for General Managers** with a rank of **75%** or above.	Summative, Formative, Direct and Internal assessment	On average 79% of the students met the standard over the period 2014-2015.	Although we achieved our goal we will review the teaching methods, the course content and the dynamics of the course as we have changed professor.	Success rate continued to be monitored.	
60% of **the MBA and EMBA Students** will successfully complete the Master's level capstone course **Applied Entrepreneurship** module with a rank of **75% or above.**	Summative, Formative, Direct and Internal assessment	On average 81% of the students met the standard over the period 2014-2015.	Due to the success in achieving the goal over the past 3 semesters we will increase our goal to 80%.	Success rate continued to be monitored.	
60% of the **DBA students** will successfully complete the **Entry Phase**	Formative, Direct, Indirect and Internal assessment	On average 57% of the students met the standard over the period 2014-2016.	As there is a positive trend we maintain our goal at 60% until next periodic review.	Success rate continued to be monitored.	

60% of the **DBA students** will successfully complete **Phase 1**	Formative, Direct, Indirect and Internal assessment	On average 73% of the students met the standard over the period 2014-2016.	Although we achieved our goal in 2014 and 2015 we will maintain our goal at 60% as in 2016 we only achieve 60% of completion rate.	Success rate continued to be monitored.	
60% of the **DBA students** will successfully complete **Phase 2**	Formative, Direct, Indirect and Internal assessment	On average 67% of the students met the standard over the period 2014-2016.	Although we achieved our goal in 2014 and 2016 we will maintain our goal at 60% as in 2015 we did not have any students enrolled in Phase 2 due to the improvement of the processes and learning outcomes.	Success rate continued to be monitored.	
60% of the **DBA students** will successfully complete **Phase 3** (Capstone)	Formative, Direct, Indirect and Internal assessment	On average 50% of the students met the standard over the period 2014-2016.	We will maintain our goal at 60% until next periodic review as we forecast a good trend after improving program processes and learning outcomes.	Success rate continued to be monitored.