College of Business

Management

Management, PHD

Expected Outcome 1: Competently Engage in Teaching

Upon graduation, students will demonstrate pedagogical skills sufficient to competently engage in teaching.

Assessment Method 1: Teaching Evaluations

Assessment Method Description
All students assigned teaching duties are evaluated by their students. The students are asked to evaluate their teacher's overall effectiveness where 5 = excellent and 1 = unacceptable. At least 85% of the students, who have graduated from the program, will have achieved an average rating of 3.5 or higher.

Findings
100% of the students who taught had overall teaching effectiveness scores greater than 3.5.

How did you use findings for improvement?
Effective teaching will continue to be a topic stressed during the Ph.D. colloquiaums. Students with low ratings will be referred to the Biggio Center for Teaching Effectiveness.

Additional Comments
This Ph.D. program assessment was based on an n of 3 students for the most recent academic year.
Expected Outcome 2: Demonstrate Oral Communication Skills

Upon graduation, students will demonstrate oral communication skills to competently perform research, teaching, service, administrative or consulting responsibilities in their chosen field.

Assessment Method 1: Oral defense - Communication Rating

Assessment Method Description
Students will orally defend their dissertation to their dissertation committee and outside faculty reader. The committee and outside faculty reader will rate the student's oral communication skill where 5 = excellent and 1 = unacceptable. At least 80% of the students will achieve a rating of 4.0 or higher.

Findings
100% of the students achieved oral communication skills ratings of 4.0 or higher.

How did you use findings for improvement?
Feedback was provided to the faculty to continue to reinforce the enhancement of the students' oral communication skills through additional opportunities such as seminar presentations.

Additional Comments
This Ph.D. program assessment was based on an n of 3 students for the most recent academic year.

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Expected Outcome 3: Demonstrate Research Design and Data Analysis

Upon graduation, students will demonstrate competency with research design and data analysis.

Assessment Method 1: Dissertation - Empirical Analysis

Assessment Method Description
The student's dissertation committee and outside reader will rate the research design and data analysis in the dissertation where 5 = excellent and 1 = unacceptable. At least 80% of the
students will achieve a rating of 4.0 or higher on their dissertations.

**Findings**
100% of the students were rated 4.0 or better for research design and data analysis.

**How did you use findings for improvement?**
Feedback was provided to the professors of the methods and statistics classes in the program to reinforce what they are currently teaching.

**Additional Comments**
This Ph.D. program assessment was based on an n of 3 students for the most recent academic year.

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**Expected Outcome 4: Demonstrate Written Communication Skills**
Upon graduation, students will demonstrate written communication skills to competently perform research, teaching, service, administrative or consulting responsibilities in their chosen field.

**Assessment Method 1: Dissertation - Written Communication Rating**

**Assessment Method Description**
Students will provide a written copy of their final dissertation to members of their dissertation committee and the outside faculty reader designated by the Graduate School Dissertation committee members and the outside faculty reader will rate each student on a 5 point scale measuring written communication skills where 5 = excellent and 1=unacceptable skill level. At least 80% of the students will achieve a rating of 4.0 or higher on the rating scale.

**Findings**
100% of the students were rated at 4.0 or above.

**How did you use findings for improvement?**
Findings were communicated to the faculty to continue to reinforce student's written communication skills. Professors were
Expected Outcome 5: Obtain Employment Within One Year

Upon graduation, Ph.D. students will possess the skills necessary to obtain employment in an academic, business, or consulting position in a public or private organization.

Assessment Method 1: Job Placement

Assessment Method Description
Upon graduation, students will be asked about their employment status. If the student doesn't have a job upon graduation, we will track them for one year. Within one year 85% of the students will have obtained employment in an academic, business, or consulting position in a public or private organization.

Findings
100% of the students obtained a position within one year of graduation.

How did you use findings for improvement?
Ph.D. colloquiums will reinforce the importance of publications in the obtaining desirable academic positions.

Additional Comments
This Ph.D. program assessment was based on an n of 3 students for the most recent academic year.
Expected Outcome 6: Prepared to Conduct Publishable Research

Upon graduation, students will demonstrate the skills necessary to conduct publishable research.

Assessment Method 1: Journal Publications

Assessment Method Description
At least 65% of the students will have one or more publications by their date of graduation. Method will be based upon the presentation of a letter of acceptance for each publication from a journal editor.

Findings
100% of the students had one or more publications by their date of graduation.

How did you use findings for improvement?
Identified that it is necessary to continue to express the importance of publishing in journals before graduation to the students both early and often throughout the program.

Additional Comments
This Ph.D. program assessment was based on an n of 3 students for the most recent academic year.