

Measurement and Analysis of Student Learning and Performance --

Ethical Awareness Program Learning Goal

Measurable Goal – What is your goal?

Ethical Awareness

Recognize ethical issues and discern the tradeoffs and implications of applying various ethical frameworks when making business decisions. (University Goal #4 - Personal, Civic, Cultural and Global Competence)

Students will:

- (1) identify ethical issues
- (2) enumerate consequences of unethical behavior
- (3) propose solutions to ethical problems
- (4) provide reasons for behaving ethically

Initially assessed in MGT 305 and ECON 204 and master level assessed in MGT 410.

What is your measurement instrument or process? – Do not use grades. Indicate type of instrument (direct, formative, internal, comparative)

- MGT 305 -- Formative, Internal, Direct
Group case study about a fictional ethical dilemma for an organization. Students research and completed questions to develop a solution to the situation.
- MGT 410 -- Formative, Internal, Direct
Students were assigned a case study and to think about decisions they could make, describe what they would do and why

Analysis of Results – Ethical Awareness

Current Results – What are your current results?

A goal was set for 80% of students to achieve 70% or above. The data indicated that the majority received at least a 70% (satisfactory) or above at both levels of assessment

Analysis of Results – What did you learn from the results?

- This was the first year to include additional courses to provide data. The new courses are to initially assess the PLO. Only one course provided data for the initial assessment, and all students performed above the 80% benchmark indicating students are ethically aware.
- Master-level -- Used the decision-making worksheet throughout the courses and learned that students need to realize that all decisions made affect more than just their individual areas of even just themselves.

Action Taken or Improvement Made – What did you improve or what is your next step?

- MGT 305 -- incorporate more ethical theories into the student's analysis.
- MGT 410 -- continue and better emphasize in class discussion how decisions affect many, if not all, areas in the workplace.
- Ensure the other designated course provides a course assessment.