

Student Learning Outcomes (SLOs) Report for Accredited Programs

(updated 9/19/25)

Program Type: Accredited Program

Program Name: Management, B.S.B

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Submission Date: 09/29/2025

Review Cycle: ☐ EVEN YEAR CYCLE

☒ ODD YEAR CYCLE

Review Round and Instructions

- **Round A** (Associate Dean review): Submit this cover sheet and a copy of the annual (or periodic) report most recently submitted to the accrediting agency; your accreditation report should address assessment.
- **Round B** (Associate Dean + VPAA review): Submit this cover sheet and the following:
 - evidence of ongoing accreditation (document confirming accreditation status, which could be a letter from the accrediting agency)
 - annual (or periodic) accreditation report submitted to the agency
 - this SLO report, which provides a summary of the program's collection and evaluation of its annual assessment data*
 - an optional cover memo (not to exceed one page), which briefly describes any information or highlights the department believes would be important to demonstrate academic excellence and program quality

If your program completed a significant review (accreditation application and/or the full 8-year IBHE report) in the last calendar year, then you may, with permission from the VPAA or designee, substitute either of these major reports for your typical Student Learning Outcomes report. **To be approved, these documents must substantively discuss assessment, outcomes, and data, and have been prepared and submitted within the same calendar year.*

All SLO reports are archived here: <https://www.eiu.edu/assess/majorassessment.php>

DUE: **October 15th** to your Associate Dean or designee

Each academic program is expected to prepare a Summary of the Assessment Data by Student Learning Outcome. This summary may take the form of a chart or other means of presentation that describes the annual data collected, when it is collected, in which course(s), through which assignment or activity, and by whom. This summary should clearly indicate what the program seeks to discover in its students' learning. The summary should correspond to the record-keeping documents maintained by the academic program. **While this is a biennial report, a program's assessment should be ongoing throughout every academic year.**

Program Name:

Management, B.S.B

PART 1. OVERVIEW OF STUDENT LEARNING OUTCOMES AND MEASURES

Student Learning Outcome (SLO)	What measures and instruments are you using? This could be an oral or written exam, a regularly assigned paper, or a portfolio—administered early and later in coursework.	How are you using this info to improve student learning? What are you hoping to learn from your data? Include target score(s) and results , and specify whether these were met, not met, or partially met for each instrument.	Does your SLO correspond to an undergraduate learning goal (ULG) : writing, speaking, quantitative reasoning, critical thinking, responsible citizenship?
Critical Thinking: Question, examine, evaluate, and respond to management problems, arguments, and ideas.	MGT 4600 Critical Thinking Essay or Written Discussion Participation	Target: At least 90% of students will score 70 percent or higher in the areas tested and in the composite score category Results: 93% of students in AY 24-25, and 100% of students in AY 23-24 met the target! Faculty members are responsible for administration and data collection and sharing with the assistant chair. Initial results will be distributed via email and discussed at a faculty meeting, and actions will be taken as needed.	Yes
Critical Writing and Research: Read and write business and management documents critically and evaluate varied discipline-relevant sources.	MGT 3830 - Persuasive message	Target: At least 80% score 70% or above; 30% score 90% or above. Results: For AY 24-25, there were two semesters of assessment data. In the Fall,	Yes

		100% of students scored 70% or above, and 44 % of students scored 90% or above, exceeding the target. In the Spring, 100% of students scored 70% or above; however, only 23% of students scored 90% or above, thus failing to meet the target. For AY 23-24, there was only one semester of data. In the Spring, 89% of students scored 70% or above, and 26% of students scored 90% or above. Faculty members are responsible for administration and data collection and sharing with the assistant chair. Initial results will be distributed via email and discussed at a faculty meeting, and actions will be taken as needed.	
Speaking and Listening: Prepare, deliver, and critically evaluate business and management presentations and speaking activities.	MGT 4600-Presentation and Q&A	Target: At least 70% of the students score 3 or above from 4.0 points, and at least 35% score 4 out of 4 Results: The data was collected during AY 23-24, 100% of the students scored 3 or above from 4.0 points, partially meeting the target; however, only 17% scored 4 out of 4, thus partially failing the target. Faculty members are responsible for administration and data collection and sharing with the assistant chair. Initial results will be distributed via email and discussed at a faculty meeting, and actions will be taken as needed.	Yes
Quantitative Reasoning: Produce, analyze, interpret, and evaluate data and information applicable to business and management professionals.	MGT 4600 -Quantitative Quiz	Target: At least 90% of MGT Students will score 70 percent or higher in the areas tested and in the composite score category. Results: The data was collected during AY 23-24, 83% of the students scored 70% or higher, thus the target was not met.	Yes

		Faculty members are responsible for administration and data collection and sharing with the assistant chair. Initial results will be distributed via email and discussed at a faculty meeting, and actions will be taken as needed.	
Responsible Citizenship: Evaluate domestic and global business environments using processes that are ethical and informed by geographic, historical, and cultural diversity.	MGT 4600 - Critical Thinking Essay specific to Responsible Citizenship	Target: At least 90% of MGT Students will score 70 percent or higher in the areas tested and in the composite score category. Results: The results for AY 23-24 indicated that 92% of the students scored 70% or higher, and results for AY 24-25 indicated that 100% of the students scored 70% or higher. Thus, the target was met. Faculty members are responsible for administration and data collection and sharing with the assistant chair. Initial results will be distributed via email and discussed at a faculty meeting, and actions will be taken as needed.	Yes
Management Content Knowledge: Display cognizance of general management and organizational concepts and apply said concepts to practice through planning, decision making, problem solving, leadership, teamwork, and the application of technology.	MGT 4650 –Instructor assignment and rubric	Target: At least 80% score 70% or above, 35% score 90% or above Results: The data is from AY 23-24, and 83% scored above 70% or above, partially meeting the target; however, only 23% scored 90% or above, thus highlighting a potential area of improvement. Faculty members are responsible for administration and data collection and sharing with the assistant chair. Initial results will be distributed via email and discussed at a faculty meeting, and actions will be taken as needed.	Yes
HR Content Knowledge: Know and execute human resource management practices and strategies	MGT 3450 Final Exam	Target: At least 80% score 70% or above, 35% score 90% or above	Yes

at the individual, group, and organizational levels.		Results: Data was not provided! Faculty members are responsible for administration and data collection and sharing with the assistant chair. Initial results will be distributed via email and discussed at a faculty meeting, and actions will be taken as needed.	
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PART 2. IMPROVEMENTS AND CHANGES BASED ON ASSESSMENT

- A. Provide a short summary (1-2 paragraphs) or bullet list of any **curricular actions** (revisions or additions) that were approved over the past two years as a result of reflecting on the student learning outcomes data. Are there any additional future changes, revisions, or interventions proposed or still pending?

The management discipline is involved in continuous review. The discipline reviewed the findings of the 2023 assessment report filed with the university to see the areas that needed improvement. During the AY 23-24 and AY 24-25 curricular revisions were discussed. And Fall 2024 saw the adoption of a revised assessment plan, which this report is based on.

One challenge that the discipline is facing is that there have been faculty disruptions due to a variety of reasons (e.g., unexpected leave taken), and these disruptions have hampered data collection for some semesters. Also, the data collected came from a limited set of courses; the discipline will address these issues in the coming semesters.

Management discipline will continue reviewing its curriculum to innovate, incorporate AI-related concepts, and renew textbooks as needed.

- B. Provide a brief description or bullet list of **any improvements (or declines)** observed/measured in student learning. Be sure to mention any intervention made that has not yet resulted in student improvement (if applicable).

A major concern is that the quantitative reasoning targets were not met. The discipline will take concrete steps to address this situation. Another area of concern is critical writing and research skills. This is an area where targets are partially met; however, more can be done to catapult student learning to a higher level. Allowing students to engage in rewrites seems to be a promising way to improve excellence in this area.

C. HISTORY OF DATA REVIEW OVER THE PAST TWO YEARS

Please document annual faculty and committee engagement with the assessment process (such as the review of outcomes data, revisions/updates to the assessment plan, and reaffirmation of SLOs).

Date of annual (or periodic) review	Individuals or groups who reviewed the assessment plan	Results of the review (i.e., reference proposed changes from any revised SLOs or from point 2.A. curricular actions)
September 20 2004	Jeff Snell, Randy Lane, Hyunsun Kim-Hahm, David Boggs, Mark Bayer, Michael Dobbs, Renee King, Ayse Costello	Management disciplines were generally pleased with the previous assessment plan and report. Minor revisions were suggested and incorporated into the courses where the data was to be collected.
November 15 2024	Jeff Snell, Hyunsun Kim-Hahm, David Boggs, Mark Bayer, Ayse Costello	The revised 2024 assessment plan was approved, and it was agreed that the new assessment report for 2025 was going to be based on this assessment plan.
August 29 2025	Ayse Costello, Hyunsun Kim-Hahm, David Boggs, Mike Dobbs, Mark Bayer	Data collection efforts for the 2025 report were discussed. Also, it was understood that the 2025 report was going to highlight areas that need revision. AY 25-26 will be dedicated to addressing the highlighted areas.

Dean Review and Feedback

Dean or Designee Signature and Date:

Type Electronic Signature and Date

The Management, B.S.B. program assessment results are extremely positive. The Management Group project of overhauling its assessment plan during the evaluation periods (AY 23-24 and AY 24-25) has shown improvement in its data collection efforts. Program “Student Learning Outcomes” parallel “University Learning Goals” particularly well. In most areas, program assessment targets were met. In all areas goals were either met or exceed the Target Goal. Only in the Quantitative Reasoning area did the Target goal seem to fall short. The goal was 90%, but 83% were met by 70% of the students, which is still good achievement.

I believe that the faculty of the Management, B.S.B understands the need to continue in this positive trend of continuous improvement. As noted by the team their “one challenge that the discipline is facing is that there have been faculty disruptions due to a variety of reasons (e.g., unexpected leave taken), and these disruptions have hampered data collection for some semesters.”

As the team moves forward, they should continue to focus on the area that they fell short in, while continuing their excellency in all other facets of their SLO objectives. I am sure that the management group will keep the aims focused in meeting the objectives of the assessment plan they have put together.

VPAA Office Review and Feedback
(for “Round B” SLO report only)

VPAA Signature and Date:

Type Electronic Signature and Date

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