

*Materials linked from the October 24, 2016 Graduate Council agenda.*

Proposal for Alternative Summative Assessment for Masters of Business Administration Degree (College of Business)

Introduction:

The Masters of Business Administration (MBA) in the College of Business requires 60 credits, 15 of which can be waived based on prior coursework or conferred degrees. Of the remaining 45 credits, there are 9 3-credit courses in “Core 2” and 18 elective/option-specific credits. The Core 2 curriculum is comprised of the standard curriculum found in MBA programs.

The College is seeking a waiver of the oral exam requirements for the non-thesis-based MBA options. In lieu of the final oral exam, we provide a course-based individual-level assessment of each program-level Learning Outcome by at least two faculty members as well as capstone summative assessments at the Core 2 and option levels.

General Description:

The Association to Advance Collegiate Schools of Business (AACSB) accredits all undergraduate and graduate business degrees at the university. AACSB standards requires the MBA program to specify “Learning Goals” and “Learning Outcomes” at the program level. The graduate policies established by the Graduate Council also require specification of Learning Outcomes for each option. These Learning Outcomes are measurable outcomes used in the Assurance of Learning process to evaluate the program-level achievement of the Learning Goals.

Our Assurance of Learning process requires that we define direct measures within our courses that are used to assess achievement of the Learning Outcomes. Our proposal is to use these faculty assessments at the individual student level to identify students who have failed to demonstrate a comprehensive mastery of the degree-level content for the MBA. The College defines failure to demonstrate mastery as being evaluated “below expectations” in more than 30% of the LOs or in either of their two specific capstone projects. Students who fail to demonstrate mastery have the option of repeating the coursework necessary to demonstrate mastery or passing a summative oral exam administered by three faculty members.

Coverage of OSU’s Graduate Learning Outcomes

- 1) Conduct research, produce some other form of creative work, or participate in an integrative capstone experience.

Students have two integrative capstone experiences, consistent with the degree’s first Learning Goal: “Integrative Experience and Experiential Learning”. The first occurs during their Core 2 coursework (common for all MBAs) in the Ethics (MGMT 559) course, where each student is required to produce an interdisciplinary ethics-oriented project that is a direct assessment by a faculty member. The second is during the final term of study, in which each student must participate in an option-specific capstone project that requires students to synthesize both

option-specific and interdisciplinary content. These projects are directly assessed by a minimum of two faculty members or one faculty member and one industry expert.

2) Demonstrate Mastery of Subject Material

There are five Learning Goals with 10 associated Learning Outcomes (LOs) for the Core 2 MBA curriculum as well as the option-specific LOs. The college has a rigorous assurance of learning (AOL) process for assessing these LOs, as evidenced by its Commendation of Strength for “excellent culture of AOL” in its 2014/2015 re-accreditation report by the AACSB (see Appendix A, p. 9). Specifically, for the Core 2, each LO is assigned to two or more required courses (see Appendix B) and includes individual level direct assessments of each student by faculty.

In addition, each of the MBA options has option-specific LOs assessed at the individual level in one or more advanced courses. As mentioned above, each student participates in a capstone project that provides a second assessment of the option-level LOs.

3) Be Able to Conduct Scholarly or Professional Activities in an Ethical Manner

The Core MBA curriculum includes a capstone course specifically addressing ethics in business (MGMT 599). In addition, the program-level Learning Outcome 2a, which reads “Analyze the impact of an enterprise on its various stakeholders using deontological and consequential lenses” is assessed in three additional courses (BA 540, BA 550, and BA 572). Thus, ethics has a substantial footprint across the business curriculum, and students’ understanding of ethical behavior and expectations is assessed by faculty no fewer than four times during the program.

Similarity to Other PAC-12 MBA Programs

AACSB accredits all of the other PAC-12 business schools. In reviewing the stated graduation requirements and sample programs of study, we found no evidence of a stand-alone summative oral exam requirement. A more common summative experience is a course-based project or similar capstone experience (See Appendix D).