

Process of Measuring

The CoBE faculty have created a systematic process for measuring, evaluating, and closing the loop, as well as a simplified assessment process. Table 3 below is a reproduction of Table 5.2 in the Fifth Year Continuous Improvement Report (CIR), for the purpose of illustration.

**Table 3 (Original Table 5.2 in CIR)
Data Collection Schedule and Evaluation Tools**

PLG	Assessment Tool	Data Collection	Data Collection Schedule	Analysis and Evaluation Schedule
1	ETS Major Field Test	Fall and spring terms	MGT 490 capstone course (seniors), fall and spring terms annually	FA 2016 FA 2018
2a	CLA Writing Assessment ^a	Fall and spring terms 2012-2014	Fall: Incoming Freshmen Spring: MGT490	Discontinued
2a	Writing rubric evaluations ^b	Biannually	MGT 490 capstone course (seniors) spring 2014; spring 2016; spring 2018	FA 2015 FA 2017 FA 2019
2b	Oral Assessment rubric	Biannually	MGT 333 or MTG 425 fall 2015 fall 2017	SP 2016 SP 2018
3	California Critical Thinking Skills Test	Biannually	BUS 290 course (pre- and post-test) fall 2015; fall 2017	SP 2016 SP 2018
3	CLA Critical Thinking Assessment	Fall and spring terms 2012-2014	Fall: Incoming Freshmen Spring: MGT490	Discontinued
4	Quantitative Assessment rubric	Fall and spring terms	QBA 300 spring 2015; spring 2017; spring 2019	FA 2015 FA 2017 FA 2019

a. Due to inconsistent evaluations using STEPS, faculty decided to use the CLA to measure writing.

b. The University accreditation team for WASC required the College to resume in-house analyses of student writing. A University-developed writing rubric is now used for biannual writing assessments starting spring 2013.

Per the visiting team's comments, the CoBE revised this original table. The justification for the revisions are presented as follows.

This original table indicates that the CLA test was "discontinued" for Learning Goal 3, Critical Thinking, and was replaced by the California Critical Thinking Skills (CCTS) test. The problem with using the CCTS test in CoBE's critical thinking course, as the outcome measure of critical thinking, is that it is administered in a 200-level class. The CoBE faculty recalled that this issue was brought up with the visiting-team members, who informed the faculty that any test administered at a 200 level would not suffice for a program outcome.

Another advantage of using the CLA test is that it also provides measures of writing ability for the written-communication skill. By discontinuing the CLA test, CoBE faculty would have to create a new way to measure the written-communication skill. The faculty therefore decided to continue using the CLA test. In order to simplify assessment process for each goal and objective, the CoBE faculty therefore decided to discontinue the CCTS test and the writing rubric evaluation in the original Table 5.2, starting from Fall 2015 Semester.

Another improvement is the assessment of Learning Goal 2b: since the university assessment process required the assessment of 400-level courses, the CoBE simplified its own process by replacing MGT 333 with MGT 423. In Fall 2016 semester, Assessment Committee members discussed the revision of the rubric to close the loop stated in Table 11 of the CIR2. The committee ultimately decided to adopt the university rubric for oral communication.

Finally, the CoBE faculty adjusted the assessment schedule and reversed the order of Table 5.2 to make it consistent with stated learning goals. Table 4 below is a revised version of Table 5.2.

Table 4 (Revised Version of Table 5.2)
Data Collection Schedule and Evaluation Tools

PLG	Assessment Tool	Data Collection	Data Collection Schedule	Analysis and Evaluation Schedule
1	ETS Major Field Test	Fall and spring terms	MGT 490 capstone course (seniors), fall and spring terms annually	FA 2016 FA 2018
2a	CLA Writing Assessment	Fall and spring terms 2012-2014	Fall: Incoming Freshmen MGT490 Spring 2015 Spring 2017	FA 2015 FA 2017
2a	Writing rubric evaluations	Biannually	MGT 490 capstone course (seniors)	Discontinued From Fall 2015
2b	Oral Assessment rubric	Biannually	MGT 423 or MGT 425 Spring 2017 Spring 2019	FA 2017 FA 2019
3	Quantitative Assessment rubric	Fall and spring terms	QBA 300 Spring 2015 Fall 2017	FA 2015 SP 2018
4	California Critical Thinking Skills Test	Biannually	BUS 290 course (pre- and post-test)	Discontinued From Fall 2015
4	CLA Critical Thinking Assessment	Fall and spring terms 2012-2014	Fall: Incoming Freshmen MGT490 Spring 2015 Spring 2017	FA 2015 FA 2017