Mission: The mission of the Department of Business is to graduate excellent students of exemplary character who have a Christian worldview, a global perspective, and a passion to serve Christ in the marketplace and the world.

| **CWEO Category** | **Student Learning Outcome / Objective** (Students will demonstrate the ability to +[Bloom’s action verb]+ [something] | **Courses** in which **students receive feedback** on this learning objective. | **Measure** (Method to gauge achievement of expected results | **Target** (Overall level for satisfactory performance) | **Timeline** (How often will data be collected?) | **Finding** (Assessment results) | **Action Plan** (Based on the findings, what do you plan to do?) |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Breadth and depth of knowledge: Students will develop knowledge common to the liberal arts and sciences in the fields of arts, humanities, natural sciences, and social sciences. Students will also develop specialized knowledge and disciplinary expertise** | Students will apply foundational content related to Acquiring, Growing, and Keeping a pool of qualified and satisfied employees. | **BUSA 120, HRM 301, HRM 311, HRM 312**, ECON 315, HRM 346, HRM 351, HRM 352, HRM 356 | Set of questions within the HRM 301 final exam. | 80% of students will score at least 75% correct | Assessed every other year | See WEAVE | See WEAVE |
| **Breadth and depth of knowledge** (continued) | Assessed in Core   1. Major Field Test in Business 2. MRKT 130 | Assessed in CORE | Assessed in CORE | Assessed in CORE | Assessed in CORE | Assessed in CORE | Assessed in CORE |
| **Specialized skills and scholarship: Students will become proficient in the scholarship of their discipline and demonstrate specialized skills required for employment** | Assessed in CORE   1. ACCT 242 | Assessed in CORE | Assessed in CORE | Assessed in CORE | Assessed in CORE | Assessed in CORE | Assessed in CORE |
| **Specialized skills and scholarship: Students will become proficient in the scholarship of their discipline and demonstrate specialized skills required for employment** | Students will apply theoretical principles of human behavior to foster appropriate interpersonal interaction in the workplace | **BUSA 120, HRM 301, HRM 311, HRM 312**, HRM 346, HRM 351, HRM 352, HRM 356 | Motivation assignment in HRM 311 | 85% of students will score a 3 or higher (out of 4) on the rubric item. | Assessed every other year. | See WEAVE | See WEAVE |
| **Intrapersonal Awareness: Students will gain self-awareness of identity, character, and vocational calling** | Assessed in CORE   1. BUSA 459 | Assessed in CORE | Assessed in CORE | Assessed in CORE | Assessed in CORE | Assessed in CORE | Assessed in CORE |
| **Faith knowledge & application: Students will develop informed and mature convictions about Christian faith and practice** | Assessed in CORE   1. BUSA 459 | Assessed in CORE | Assessed in CORE | Assessed in CORE | Assessed in CORE | Assessed in CORE | Assessed in CORE |

Rubric item for 4.3

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| --- | --- | --- | --- |
| (1) No evidence that the student is able to understand or apply motivation theory. | (2) Limited understanding of principles of motivation and improper application to actual situation. | (3) Accurate understanding of motivation theories used but did not use all motivation theories at their disposal | (4) Thorough and accurate understanding of motivation theory and ability to apply theory to actual situation to improve employee motivation |