

2019-2020

Definition of MBA Program

Providing Department:

MBA Studies

Department/Unit Contact:

Kate Nicewicz

Mission/Vision Statement:

The MBA Program is designed to allow students to pursue an on-campus program, a 100% online program or a combination of both. Our program has over a decade of online learning experience. Whether students take class on-ground or online, courses and professors are all the same and **there is no difference between earning a degree online, or on campus.**

Full-time and part-time programs are available for students to earn their degree at their own pace. Students can finish the 30-hour program in as little as one year. The purpose of the M.B.A degree is to offer a professional program preparing graduate students from diverse backgrounds for rewarding careers in organizations. The core area of business studies is broad in scope for the purpose of developing general managerial competence through extensive use of various pedagogies such as case methods, simulations, and research projects. Electives are used to develop special competencies of interest to the student. In the degree, the College seeks to:

- Provide a high level of confidence that will allow the student to cope with uncertainty, communicate effectively, and to make decisions in an increasingly complex and global business environment.
- Provide an awareness and appreciation of the legal, ethical, social, political, and economic environments of business.
- Provide essential competence in administration, as well as an understanding of the administrative process.
- Develop a high level of skill in problem analysis and decision making.
- Provide sufficient competence for making positive contributions to one of the functional areas of a business firm through changing technology within the business context.

The MBA program is fully accredited by the Association to Advance Collegiate Schools of Business (AACSB International). AACSB Accreditation represents the highest standard of achievement for business schools worldwide.

The MBA program at Tennessee Tech consists of ten, 3-hour courses for a total of 30 hours:

- Seven 3-hour core courses (21 hours)
- Three 3-hour electives (9 hours)

As many as 9 semester hours may be transferred in from other AACSB accredited schools. Credit will not be allowed for courses taken more than five years prior to application to Tennessee Tech.

Goal 1 - Students will demonstrate a broad integrative knowledge of business disciplines.

Define Goal:

Students will possess a broad integrative knowledge of business disciplines.

Intended Outcomes / Objectives:

- **Objective 1.1** - Students will demonstrate ability to integrate knowledge of core business disciplines.

DRILL DOWN-----

RELATED ITEM LEVEL 1

Assessment: Goal 1 - Integrative knowledge of business disciplines

Frequency of Assessment:

Semester

Rationale:

1. Students will complete the CAPSIM Business Simulation and the accompanying COMP-XM* exam. The simulation measures overall integrative knowledge through a balanced scorecard approach. The COMP-XM exam uses questions tailored to student decisions during the simulation.
 - (Assessment Point: BMGT 6950 - Business Strategy)
2. Indirect measures will be collected using exit surveys of graduating students. (My MBA experience has broadened by understanding of the management function; My MBA experience has strengthened my ability to respond to changing technology).
 - (Assessment Point: Exit Survey)

Benchmarks:

1. At least 75% of our students will attain a CAPSIM Balanced Scorecard score of at least 70%. At least 75% of our students will attain a COMP-XM Functional Knowledge score of at least 70%.

2. Using a 7-point scale (Strongly Disagree – Strongly Agree), the average score on each item will be above 5.0.

RELATED ITEM LEVEL 2

Results: Goal 1 - Integrative knowledge of business disciplines

Results:

Attachments:

Goal 2 - Students will consider ethical dimensions in decision-making.

Define Goal:

Students will consider ethical dimensions in decision-making.

Intended Outcomes / Objectives:

- **Objective 2.1** - Students will demonstrate awareness of ethical implications of business decisions.

DRILL DOWN-----

RELATED ITEM LEVEL 1

Assessment: Goal 2 - Ethical Decision Making

Frequency of Assessment:

Semester

Rationale:

1. COMP-XM Exam
 - Administration Point BMGT 6950
2. Exit survey: As a result of my MBA experience, I believe that I can better handle complex ethical issues. As a result of my MBA experience, I am more sensitive to the legal, social, and political environments within which business operates.
 - Administration Point Exit Survey
3. Ethics and Communications (one hour course) Post test
 - Administration Point: Ethics and Communications course

Benchmarks:

1. At least 75% of our students will attain a COMP-XM Ethical, Legal, and Social Responsibility score of at least 70%.
2. Using a 7-point scale (Strongly Disagree – Strongly Agree), the average score on each item will be above 5.0.
3. At least 75% of our students will attain score of 80% in Ethics and Communications posttest

RELATED ITEM LEVEL 2

Results: Goal 2 - Ethical Decision Making

Results:

Attachments:

Goal 3 - Students will possess the necessary knowledge and skills to perform in a professional environment.

Define Goal:

Students will possess the necessary knowledge and skills to perform in a professional environment.

Intended Outcomes / Objectives:

- **Objective 3.1** - Students will demonstrate proficiency in written and oral communication skills.
- **Objective 3.2** - Students will be able to make appropriate choices regarding communication strategy, medium, and design.

DRILL DOWN-----

RELATED ITEM LEVEL 1

Assessment: Goal 3 - Knowledge and Skills to Perform in a Professional Environment

Frequency of Assessment:

Rationale:

1. Writing Samples assessed using the Written Communications Rubric
 - o Assessment Point: ECON 6050 Analytical Decision Making

2. Exit survey: My MBA experience has strengthened my communication skills.
 - Assessment Point: Exit Survey
3. Ethics and Communications (one hour course) Post test
 - Administration Point: Ethics and Communications course
4. COMP-XM Exam
 - Assessment Point: BMGT 6950

Benchmarks:

1. At least 75% of students will score 4 or 5 on the purpose, tone, organization, grammar and format dimensions of the rubric
2. Using a 7-point scale (strongly Disagree – Strongly Agree), the average score on each item will be above 5.0.
3. At least 75% of our students will attain score of 80% in Ethics and Communications course post test
4. At least 75% of our students will attain a COMP-XM Business Communication score of at least 70%.

RELATED ITEM LEVEL 2

Results: Goal 3 - Knowledge and Skills to Perform in a Professional Environment

Results:

Attachments:

Goal 4 - Students will demonstrate the ability to think critically in addressing business problems.

Define Goal:

Students will demonstrate the ability to think critically in addressing business problems.

Intended Outcomes / Objectives:

- **Objective 4.1** - Students will demonstrate ability for problem solving and decision making.
- **Objective 4.2** - Students will demonstrate ability to think critically about business issues for making impactful business decisions.

DRILL DOWN-----

RELATED ITEM LEVEL 1

Assessment: Goal 4 - Think Critically

Frequency of Assessment:

Rationale:

1. COMP-XM Exam
 - o Assessment Point: BMGT 6950
2. Exit survey: My MBA experience has strengthened my ability to make decisions after proper analysis. My MBA experience has strengthened my ability to analyze complex case material.
 - o Assessment Point: Exit Survey

Benchmarks

1. At least 75% of our students will attain a COMP-XM Critical-Thinking and Decision-Making score of at least 70%.
2. Using a 7-point scale (Strongly Disagree – Strongly Agree), the average score on each item will be above 5.0.

RELATED ITEM LEVEL 2

Results: Goal 4 - Think Critically

Results:

Attachments:

Goal 5 - Students will demonstrate an understanding of leadership skills and the ability to influence others.

Define Goal:

Students will demonstrate an understanding of leadership skills and the ability to influence others.

Intended Outcomes / Objectives:

- **Objective 5.1** - Students will be able to identify effective leadership skills required in diverse situations.
- **Objective 5.2** - Students will be able to demonstrate leadership skills required in diverse situations.
- **Objective 5.3** - Students will demonstrate teamwork skills that enhance individual and team processes.

DRILL DOWN-----

RELATED ITEM LEVEL 1

Assessment: Goal 5 - Leadership Skills

Frequency of Assessment:

Rationale:

1. COMP-XM Exam
 - o Assessment Point: BMGT 6950
2. Students will complete the Change Management Simulation published by Harvard Business
 - o Assessment Point: BMGT 6200 (Organizational Leadership)
3. Exit survey: As a result of my MBA experience, I believe that I will be a more competent manager.
 - o Assessment Point: Exit Survey
4. The TeamMATE** online peer- assessment tool from CAPSIM. The tool provides assessments of 4 dimensions of individual performance and 5 dimensions of team performance.
 - o Assessment Point: BMGT 6950

Benchmarks:

1. At least 75% of our students will attain a COMP-XM Teamwork and Leadership score of at least 70%.
2. The average performance will match or exceed the nationwide average scores published by the
3. Using a 7-point scale (Strongly Disagree – Strongly Agree), the average score on each item will be above 5.0.
4. At least 75% of students will maintain or show improvements on dimensions of individual level performance.
 - o Individual-level: Preparation, Execution, Monitor, Adjustment
 - o Team-level: Cooperation, Coordination, Cohesion, Confidence, Conflict

RELATED ITEM LEVEL 2

Results: Goal 5 - Leadership Skills

Results:

Attachments: