

# Leadership & Management Assessment Report

## Spring 2021

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## 1 INTRODUCTION

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Florida SouthWestern State College's Business Department gathers a multitude of data from various courses as assessment tools in support of the Florida Department of Education Curriculum Framework. The course included in assessment in this report is MAN 3301 *Human Resources Management* and MAN 3303 *Leadership and Management Practices*. The assessment outcomes are intended to provide a baseline and measurement of achievement moving forward as well as investigate the strength and performance of items in the exam. The assessment plan also provides comparisons between dual enrollment (concurrent) and non-dual enrollment students, online versus traditional students, and by site, where possible. Where data is sufficient, additional analyses are provided including distribution studies and longitudinal studies.

For additional detail or further analysis not provided in this report, please contact Dr. Joseph F. van Gaalen, Asst. Vice President, Institutional Research, Assessment & Effectiveness, Academic Affairs ([jfvangaalen@fsw.edu](mailto:jfvangaalen@fsw.edu); x16965).

## 2 MAN 3301

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### 2.1 LEARNING OUTCOMES, OBJECTIVES, AND DESCRIPTIVE STATISTICS

The FSW Business recently began assessing MAN 3301 (in AY 2017-2018). The outcome which is the focus of this study is that students will be able to create a performance evaluation tool.

The objective for AY 2020-2021 is as follows:

- The measurement tool for this learning outcome is the Writing Assignment: Performance Evaluation Assignment from MAN 3301 Human Resource Management. The benchmark of 70% of students will illustrate a proficiency of 70% or higher within this assessment during the 2020-2021 academic year.

During the Spring 2021 semester, 53 artifacts were collected from 3 of 3 sections of MAN 3301. Descriptive statistics for achievement of outcomes are shown in Table 1. The goal that 70% of students will illustrate a proficiency of 70% or higher within this assessment was not met with achievement at 60%.

<i>Outcomes</i>	<i>n</i>	<i>Mean</i>	<i>% Meets Expectations</i>
Overall score (max=200)	53	159.5	60%

Table 1. Student achievement level by outcome for MAN 3301.

## 2.2 EXPLORATORY ANALYSIS AND SIGNIFICANCE TESTING

Multiple comparisons of artifact scores across varying formats, campuses, and student types were made, where possible, in order to add depth to the causes of the distribution of the artifacts. Each course was divided into the appropriate subgroups to perform the analysis. In cases where a subgroup is not represented in the course comparisons were not conducted and are noted for comprehensiveness.

### 2.2.1 Dual Enrollment (Concurrent) to Non-Dual Enrollment Comparison

No dual enrollment (concurrent) sections of the course were run during spring 2021 so no comparison study between dual enrollment and non-dual enrollment could be completed.

### 2.2.2 Modality Comparison

All sections of the course were run online during spring 2021, so no modality comparison could be completed.

### 2.2.3 Comparison by Campus/Site

All sections of the course were run online during spring 2021, so no cross-campus comparison could be completed.

## 2.3 LONGITUDINAL STUDY

Description of achievement over time is shown in Table 2. Note that comparison from fall terms to spring terms is less useful as assessment reports across multiple course level and program level assessments at Florida SouthWestern State College typically exhibit substantial differences from fall to spring term and are better interpreted from fall-to-fall and spring-to-spring (see <http://www.fsw.edu/facultystaff/assessment/history> for further details). Of the four terms in the study, Spring 2021 achievement ranks 4<sup>th</sup>, a full 29% lower achievement than the next lowest achievement which occurred in Fall 2019.

	<i>n</i>	<i>Mean</i>	<i>% Meets Expectations</i>
<i>Fall 2019</i>	70	175.1	89%
<i>Spring 2020</i>	56	181.6	98%
<i>Fall 2020</i>	51	186.5	98%
<i>Spring 2021</i>	53	159.5	60%

Table 2. Comparison of assessment scores over time.

## 3 MAN 3303

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### 3.1 LEARNING OUTCOMES, OBJECTIVES, AND DESCRIPTIVE STATISTICS

The FSW Business utilizes an assessment in MAN 3303 for study. The outcome which is the focus of this study is that students will compare and contrast leadership styles.

The objective for AY 2020-2021 is as follows:

- The measurement tool for this learning outcome is the Term Paper from MAN 3303 Leadership and Management Practices. The benchmark of 70% of students will illustrate a proficiency of 70% or higher within this assessment during the 2020-2021 academic year.

During the Spring 2021 semester, 60 artifacts were collected from 3 of 3 sections of MAN 3303. Descriptive statistics for achievement of outcomes are shown in Table 3. The goal that 70% of students will illustrate a proficiency of 70% or higher within this assessment was met, with 97% achieving the goal.

<i>Outcomes</i>	<i>n</i>	<i>Mean</i>	<i>% Meets Expectations</i>
Overall score (max=200)	60	187.0	97%

Table 3. Student achievement level by outcome for MAN 3303.

## 3.2 EXPLORATORY ANALYSIS AND SIGNIFICANCE TESTING

Multiple comparisons of artifact scores across varying formats, campuses, and student types were made, where possible, in order to add depth to the causes of the distribution of the artifacts. Each course was divided into the appropriate subgroups to perform the analysis. In cases where a subgroup is not represented in the course comparisons were not conducted and are noted for comprehensiveness.

### 3.2.1 Dual Enrollment (Concurrent) to Non-Dual Enrollment Comparison

No dual enrollment (concurrent) sections of the course were run during spring 2021 so no comparison study between dual enrollment and non-dual enrollment could be completed.

### 3.2.2 Modality Comparison

All sections of the course were run online during spring 2021, so no modality comparison could be completed.

### 3.2.3 Comparison by Campus/Site

Since all courses were offered online, no comparison by site could be completed.

## 3.3 LONGITUDINAL STUDY

Description of achievement over time is shown in Table 4. Note that comparison from fall terms to spring terms is less useful as assessment reports across multiple course level and program level assessments at Florida SouthWestern State College typically exhibit substantial differences from fall to spring term and are better interpreted from fall-to-fall and spring-to-spring (see <http://www.fsw.edu/facultystaff/assessment/history> for further details). Of the four terms in the study, Spring 2021 achievement ranks 3<sup>rd</sup>, 1%-point lower than the highest-ranking term which occurred in the Fall 2020 term.

	<i>n</i>	<i>Mean</i>	<i>% Meets Expectations</i>
Fall 2019	56	186.0	98%
Spring 2020	59	179.2	93%
Fall 2020	62	190.2	98%
Spring 2021	60	187.0	97%

Table 4. Comparison of assessment scores over time.

## 4 CONCLUSIONS

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FSW's Business Department gathers a multitude of data from various courses as assessment tools in support of the Florida Department of Education Curriculum Framework. The courses included in assessment in this report are MAN 3301 *Human Resources Management* and MAN 3303 *Leadership and Management Practices*. The assessment outcomes are intended to provide a baseline and measurement of achievement moving forward.

### 4.1 MAN 3301

A drill-down of MAN 3301 results are as follows:

1. In a study of outcome achievement, "The benchmark of 70% of students will illustrate a proficiency of 70% or higher within the Writing Assignment: Performance Evaluation Assignment during the 2020-2021 academic year." the goal that 70% of students will illustrate a proficiency of 70% or higher was not met with achievement at 60%.
2. No dual enrollment (concurrent) sections of the course were run during spring 2021 so no comparison study between dual enrollment and non-dual enrollment could be completed.
3. All sections of the course were run online during spring 2021, so no modality comparison could be completed.
4. All sections of the course were run online during spring 2021, so no cross-campus comparison could be completed.
5. In a longitudinal study, of the four terms in the study, Spring 2021 achievement ranks 4<sup>th</sup>, a full 29% lower achievement than the next lowest achievement which occurred in Fall 2019.

### 4.2 MAN 3303

A drill-down of MAN 3303 results are as follows:

1. In a study of outcome achievement, "The benchmark of 70% of students will illustrate a proficiency of 70% or higher within the Term Paper from MAN 3303 Leadership and Management Practices during the 2020-2021 academic year." the goal that 70% of students will illustrate a proficiency of 70% or higher was met, with 97% achieving 70% or higher.
2. No dual enrollment (concurrent) sections of the course were run during spring 2021 so no comparison study between dual enrollment and non-dual enrollment could be completed.
3. All sections of the course were run online during spring 2021, so no modality comparison could be completed.
4. All sections of the course were run online during spring 2021, so no cross-campus comparison could be completed.
5. In a longitudinal study, of the four terms in the study, Spring 2021 achievement ranks 3<sup>rd</sup>, 1%-point lower than the highest-ranking term which occurred in the Fall 2020 term.

## 5 REFERENCES

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