

Western Student Learning Results (Program Outcomes) for 2012

Source: Student

of Grads: 48

Program: Business Management

of Responses: 38

Outcome	Yes	No	Unk	NA	Result	Feedback
What did you like about this program?	38 100.00%	0	0	0		
	Yes					I have achieved all the learning outcomes for this degree learning the art of Job-search letters, writing resumes, group projects, communication in the business world and much much more.
	Yes					The overall courses that were offered will help with my future business decisions.
	Yes					The thing I learned the most about this program was how to become an effective leader. I can see how my experience of being in the business program has helped me perform my everyday tasks as a supervisor at Festival.
	Yes					I enjoyed the opportunity for hands on learning. These experiences have and will help me in the future to complete tasks and the knowledge to research when completion of a task is unknown. The instructors were very helpful and enjoyed assisting you in obtaining your goals. The campus as a whole from the front desk staff, goal room instructors, and class instructors went out of their way to help you succeed. I have really enjoyed my time here at Western.
	Yes					I liked that the program was easy to follow. Classes flowed together smoothly and information was easy to understand. I liked that there were small classes and I was able to receive all help when I needed it. Having more hands on projects helped me to learn more information than just regular lecture all of the time.
	Yes					Good teachers and students.
	Yes					What I liked about the program was that the staff in the business department are for the most part very friendly and helpful. I could go to almost any instructor for help and they were knowledgeable and able to help.
	Yes					I loved how all of the instructors had previous experience in business fields. They were able to explain in real life situations. All of the instructors were helpful when needed.
	Yes					I liked that everyone was very professional but also approachable. It made it easy to ask questions and received feedback from professors and students.
	Yes					I feel that the program offers a lot of practical knowledge. It is challenging, yet not too overly challenging. I feel that it has prepared me for my future goals.
	Yes					I liked the flexibility of the classes, once they came out to the campuses other than La Crosse. Having core classes during the day would have been difficult if my employer had not been willing to work with me on my schedule.
						I also liked the variety of teaching styles and tools. As far as the core business management classes, it was a useful blend of face to face, online, textbook and independent research. Studying was very familiar to how my work day goes, so I think it was good prep work that way too.

Outcome	Yes	No	Unk	NA	Result	Feedback
	Yes					I liked the hands on work that we did in the program such as doing simulations. Doing things that directly put our studies into work were and are very beneficial.
	Yes					Flexibility in scheduling was very important for success. Classes were diverse enough to teach us different aspects business owners and managers come across on a daily basis.
	Yes					The program was very useful and eveything that was taught in this program I will use to help start up my own business.
	Yes					I liked how they program transferred social and natural science theories into practical applications.
	Yes					I have learned numerous things from the over all program. The program was helpful by teaching all of the areas with human resource, project management and finance. I believe this program set the ground work for a good career.
	Yes					I like how they gave you real life examples. These examples will help when you get into the work place.
	Yes					I like the hands on experience each class had. It was very group oriented. Each class had something that tied in with your other classes. Many of the classes were small and you could work one on one with the instructors.
	Yes					Working with the different business software
	Yes					The well rounded classes that touched on a majority of aspects related to business.
	Yes					I felt I received a balanced education in the many fields of business. My general studies classes however seemed too broad.
	Yes					The curriculum was very easy to follow. Most of the instructors where very helpful and good at their job.
	Yes					I have learned some material that I feel is useful. I feel that there could have been less introductory work and more advanced work.
	Yes					I would agree with this. Most useful things are covered, but some areas not as much as they should be
	Yes					really hands on and well rounded program touched on all aspects of management
	Yes					This presented a challenging environment that gets you to think critically. This skill can be useful in the future.
	Yes					Overall the program was great. I would have liked to at least do a practice simulation before the capstone class with instruction on how certain things affect other things in the simulation because not everything in the simulation is realistic. There are certain ways to manipulate the simulation which would never be possible in real life. The results of the simulation do not necessarily portray how well students understand the concepts they should have learned in the program, in my opinion. I know of one student who I consider to be one of the best students in the program who will finish almost dead last in the balanced scorecard ranking in the simulation, and I know he put more time into it than some of the people who will finish at the top.
	Yes					I enjoyed the instructors the most. They provided me with good informationan as well as being willing to work with me.
	Yes					I like how the classes were very small and it was easy to work with the teachers.

Outcome	Yes	No	Unk	NA	Result	Feedback
					Yes	I loved the program the faculty were all very nice and helpful. I have been going to school for a while so I am getting burned out and I can see it in my grades but I am still trying my hardest. There is a lot of information to take in the last few classes.
					Yes	The sequence of courses is well thought out taking the student through the progression of learning the basics of business management.
					Yes	I learned a lot about starting my own business. What to do and what not to do as well as how to work better with people in groups and get a chance to be the leader of the group. I didn't know there was so much stuff that went into starting your own business.
					Yes	I liked that I am able to apply the information that I learned to my current career/business. I really found that the instructors are very knowledgeable, helpful, and understanding. I liked meeting the many different people/classmates throughout the program.
					Yes	I enjoyed that the classes were blended, online and mixed. There should be more like that.
					Yes	I like that throughout the duration of the program the instructors constantly gave real life scenarios and situations where we had to exercise our skills and knowledge to formulate outcomes.
What would you change about this program?	38	0	0	0		
					Yes	I would eliminate the Business Orientation course. The topics covered in this course are also covered in seminars given at no charge. I feel this course is a waste of time and money.
					Yes	One thing I would change about this program would be the Capstone. I did not like having to do a simulation business plan as well as a regular business plan. I felt that I could not give the most quality work because I was overloaded with all these plans. The one positive about having to do two business plans at the same time is that it is more realistic in the real world and learning how to balance and budget your time. I was kept very busy.
					Yes	I would have liked to have had more classes that address business relationships such as team building, problem solving, leadership development, collaboration, something of that nature.
					Yes	I thought the program was well organized and put together. The expectations were clear and the staff shared not only material but real world experience. At first I found the Simulation a bit overwhelming but have really grown to enjoy it finding it to be a real asset to my learning tool box as Mr. McArdle would call it. I really do not see any changes I would make to this program at this time.
					Yes	I would change the constant change. I felt as though every single class in this program was a 'test' It is hard to work your hardest when the teachers aren't even sure how to help. Change what you need, but don't tell the students that this is new for everyone. A little more training for everyone could help in the long term.
					Yes	If I could change anything about this program it would be to include some field experience. I believe it is crucial before entering the "real world." It is a great benefit and can let people know early in their program if it is the right program for them.

Outcome	Yes	No	Unk	NA	Result	Feedback
	Yes					Outside of the simulation, I would change some of the requirements to pass the professional development and capstone classes. The main concern I have is that some of these events like the career fair are a waste of time for some students who will not be seeking employment in the La Crosse area, unless employers can be brought in from all over. I realize the importance of networking, but it is hard to network with people who do not know any of the employers where you're going to live, and do not have any company locations where you are going. It just makes for a really awkward time when explaining to the employers at these events that you are not really there to see them, you're just attending because it's required (although those are not the words I used). The business showcase is another example of this conflict for me, and I know of other students who have the same concern. There must be other, more constructive things that could be done in place of these events for students in this position such as research on possible places they could apply in the area they will be living, just as an example.
	Yes					I would make the Capstone class worth 4 Credits and I would get rid of the Project Management class.
	Yes					The only thing I would change would be to have the classes planned out better.
	Yes					To make the Capstone class be only focused on the Business Plan and to let students choose what business they would like to start.
	Yes					I would avoid total internet classes and summer classes.
	Yes					I felt some instructors were not doing well at listening to students. A few would not change to benefit the students after they were told.
	Yes					I do not like how we were used as Guinea pigs for our program classes. Capstone is my final class and everything seemed to be new even to the instructor which made it very difficult to accomplish tasks when there were so many questions.
	Yes					I would change the organization. Meaning, it seems like every class I was in the organization was very poor in terms of due dates, provided materials, what we need, what we don't need, etc.
	Yes					I think it was a good course, all of the activities were good for preparation for the program & classes.
	Yes					With what i have seen with the program, i wouldn't change a thing.
	Yes					I would only suggest changing some of the ways the courses are taught. There were a few classes that I think could have been done online only and some that might have needed more in class time. An example would be Professional Development, that could have been all online except of the special event dates.
	Yes					I would slow down the Math w Business Applications class. The class was too fast to actually remember what was being taught.
	Yes					I would have another class that was more computer oriented because technology is changing so fast that we need that experience. We did not use a lot of the computer programs that we could have used such as excel. It would be nice to see an example of what we would be using in the real world. Example could be that in accounting, I know it is important to see how it is to write it on paper, but we never used any computer programs even though instructors kept telling us on a real job we will normally use programs.
	Yes					I would not change anything that I came across in my time here.

Outcome	Yes	No	Unk	NA	Result	Feedback
	Yes					To try to keep the curriculum the same instead of changing courses, i.e. the content and course name should remain consistent. This would help decrease confusion for students.
	Yes					The project management class. I thought it was a complete waste of time. I didn't learn a single thing in that class. Shelly treated us like 5 year olds. I learned nothing about working better in a group.
	Yes					I do not think that I would change much of anything for the program. I think that communication is a big issue that needs to be addressed. It did not seem like communication between teachers and students was very good some of the time.
	Yes					Do not make so many changes during the course of the program, it seemed like every class i took was trying something new
	Yes					Possibly have a program catered for older students who may already be in the workforce.
	Yes					Not so many group projects at once in all all classes and the same class
	Yes					I actually do not think that I would change the program. I felt that it was great to be able to attend the program at the RLC's and feel that curriculum was appropriate for the program.
	Yes					I would involve a business internship course.
	Yes					I think the program should spend a little more time on learning computer skills since technology is always growing and changing.
	Yes					I would like to see a business iternship set up for the final semester.
	Yes					Scale back on some of the assignments maybe... I know it is our last classes but maybe change them around a little bit...
	Yes					I would change the need for the books. Many of the classes rarely if ever used the book that was "required" and it was very costly. Teachers should know ahead of time if they plan on using the book all the time or not and plan to tell students that it may not be necessary to buy a \$200 book that will end up being opened twice. I would not change anything else because my experience showed that thing changed too often and not only were students confused, but teachers were also confused and that made for an uncomfortable learning environment.
	Yes					I do not believe I would change anything about the program. I believe the capstone class needs to be adjusted a bit but overall was a good class
	Yes					I would like to see evening accelerated classes, like the supervisory management courses, although in some of the math heavy topics, that could understandably be difficult to achieve.
						As much as possible, I'd suggest continuing or finding new simulations for the different classes. That was so great for the Capstone class. As a classmate stated, "If this were a game online, I'd play all the time."
						Continue to incorporate technology as much as possible. Generation Y and beyond are so used to it, and are going to use it no matter what, turn it into an advantage for their learning.
	Yes					This program is a very inclusive and has mastered the art of business and there is not one thing that I would change.
	Yes					I would add a web building class

Outcome	Yes	No	Unk	NA	Result	Feedback
					Yes	I would make the Capstone class worth more than three credits. It is a great amount of work for just three credits
Use effective communication skills.	37	97.37%	1	2.63%	0	0
					Yes	I do believe that I use effective communication skills and the program has given me many opportunities to utilize a variety of communication formats (email, blackboard, ITV, etc) throughout the program.
					Yes	I think the methods used by the instructors to provide information are more than adequate. There's not much you can do to make the other party listen, or go look at their Blackboard or email accounts. The difficulties I have had with communication were more with my general education instructors, not with the business management/supervisory management/accounting instructors.
					Yes	I think I received many opportunities to participate in group projects and build confidence.
					Yes	Communication skills are a large necessity in any work place and I'm glad I acquired those skills.
					Yes	This program was great for communication. Almost every class had a group project, presentations, and many other communication skills. People need to get up in front of people and talk no matter how scared they are.
					Yes	All of the classes throughout the program helped students use effective communication skills.
					Yes	I believe my communication skills have grown significantly over the last few years with both verbal and written communication skills
					Yes	yes
					Yes	I do believe I have this skill. Communication skills is very important when doing simulations and business plans.
					Yes	I am way more open than what I was in the beginning. I am looking forward to seeing how it helps me in the future.
					Yes	Throughout this program I have learned very effective communication skills. Better than I had before as an Assistant Manager.
					Yes	Effective communication skills will help me in the work place and in my everyday life.
					Yes	With the combination of program requirements and General requirements I have developed great communication skills.
					Yes	I feel much more comfortable with my communication skills after completing the program, both in verbal and written communication.
					Yes	I have learned to use effective communication skills very well.
					Yes	My communication skills have improved dramatically, the program has taught me different ways to effectively communicate in different situations.
					Yes	They will help with my everyday life.
					Yes	I think the use of effective communication skills could be better.
					Yes	I have learned how to speak more professional. I would try to include a written business communication instead of an overall written comm. I have difficulty writing formally and have noticed other students saying this as well.
					Yes	Each course I have taken in this program has required the use of effective communication skills.

Outcome	Yes	No	Unk	NA	Result	Feedback
					Yes	Yes, written communications has helped me with my writing skills. Speech will help me with talking to large groups.
					Yes	We are given plenty of papers write and research, but i would have had the opportunity to give more speeches. This is an area that most people seem to be nervous and uncomfortable doing.
					Yes	When working on our business plans we were in groups with two others. We had to find times where we could all meet outside of class to work on the plans. You had to have good communication skills in order for the group to function properly so we could get stuff done and once we figured out who was going to work on what parts and when they had to be submitted.
					Yes	I feel that I have gained the skills needed to better communicate with my current supervisors and fellow team members.
					Yes	Most defiantly this curriculum mastered the art of communication.
					Yes	I feel that there was a lot of communication between the instructors and the students.
					Yes	This program has taught me the importance of good communications skills. It has help me to improve these skill with each class. Looking back I can see the progress I made in my everyday life and the effects it has had on my work life. Helping me to communicate effectively and professionally which I believe has helped me earn my most recient promotion at my current place of employment. Not only did the help teach me these skills but ways that I can continue to work and grow these skills.
					Yes	Liked the fact that we worked in groups which allowed for great communication between students and allowed to get to know more people.
					Yes	I feel that I have greatly increased my communication skills, especially in the area of meeting with future business owners.
					Yes	Yes I have learned how to communicate more effectively throughout my experiences here. I am more confident in communicating and also more comfortable.
					Yes	Through out this program we have learned to effectively communicate. We did not necessarily learn them in class but more by communicating with other students and professors.
					No	With the changes made to the cirriculum the last couple semesters, it has made advising an issue. Two classes were combined in to one and the credits were not made up for until after it was too late and may have delayed graduation for some. Also, classes are not offered every semester
Apply mathematical concepts.	38	100.00%	0	0	0	
					Yes	This program does not concentrate much on mathematical concepts other than accounting and finacials which consist mostly of adding and subtracting.
					Yes	yes
					Yes	The teachers taught me the mathematical concepts, and when to apply them. My lack of mathematical aptitude is not a reflection on them. I did find a lot of it useful, and as such, have kept those textbooks in case I can use them in the future. Along with my notes, which I am sure I going to need.

Outcome	Yes	No	Unk	NA	Result	Feedback
	Yes					I have learned a lot of new mathematical techniques that I can use in both my personal and professional life.
	Yes					Accounting has helped me go through the day to day operations of doing the books for a business.
	Yes					I am able to apply mathematical concepts. I have always enjoyed math and was amazed at just how much it is applied in the business program. There was a lot of information to learn regarding math and I use most of that information regularly.
	Yes					It helped me improve my math skills drastically. It helped having a teacher who was always willing to help whenever you needed it, as well as having the math lab right their too.
	Yes					I am working very hard on this section. I am not the best with the accounting.. I don't feel like my instructor helped me enough!
	Yes					I do not believe that we have learned all of the necessary concepts that we will need once we move on from this school. I have been working as a manager and in other industries and have had to teach myself other mathematical concepts.
	Yes					All i can say is thank god for Excel. It does depend on the instructor's way of teaching. It is nice to go out of the book, but giving real life examples has helped me grasp the concepts easier.
	Yes					I only had a couple math classes but I do feel the instructors I had really helped me with anything I struggled with and gave me a better understanding overall.
	Yes					I have never been great at math, but I feel like I have a good handle on the concepts I will need for my business management career purposes. I think that is and should continue to be the goal of the program, so I am happy with this aspect of the program.
	Yes					In general, I feel that I have accomplished this goal, however, more emphasis should be placed on business financial statements early in the program. This can give the student a better understanding of the information needed going into the Capstone class.
	Yes					The accounting and financial analysis classes did help in terms of giving me a better understanding of financials in the real world.
	Yes					For the most part the only mathematical concepts I have learned are basic accounting and financial mathematics.
	Yes					Math has always been one of the most difficult subjects for me personally. My knowledge of mathematical concepts has most certainly been a place of growth. I have taken many courses to strengthen these skill and successfully done so. This course provides a lot of hands on projects that help you to apply the concepts that you learn to real world knowledge. Creating a clear picture on the why and how of each concept allowing you to better retain the
	Yes					I liked that the business program only requires one basic math class. The accounting class was a lot of work but if it is a 4 credit class then it is worth it.
	Yes					I have learned great mathematical concepts including forecasting (which I didn't like).
	Yes					There is nothing I would change about the math that was use in this program. If intro to college math is not required for this program, it should be because it helped me alot.
	Yes					Enhanced my math skills in a business setting
	Yes					The math was applied but I do not always understand certain ratios and their meaning in business.

Outcome	Yes	No	Unk	NA	Result	Feedback
					Yes	I have gained a general understanding of the necessary financials needed for success in business.
					Yes	The mathematical concepts that was taught in this program will help me with the facts and figures for being able to open up a business of my own.
					Yes	There was many math skills utilized.
					Yes	Mathematical concepts will help me with equations at work.
					Yes	Classes like Accounting Principles, Math w Business Apps, Operations Management, Managerial Finance, and even Project Management used mathematical concepts.
					Yes	Was covered well, Brenda Updike, Mike McCardle, and Karen Kettleson are definite assets to this program in that area
					Yes	When it came too general and program classes math was applied in most. I developed great math skills.
					Yes	I have learned alot of mathematical concepts and I feel they will help me in the future.
					Yes	There wasn't a lot of math besides Math with business apps, Financial Analysis and accounting. What I learned from those two classes has been helpful in learning the outcome. These three classes were great with focusing on what needed to be learned.
					Yes	Math with business apps with Elizabeth was amazing. This applied mathematical concepts to the business world.
					Yes	Apply mathematical concepts. We went through the a lot of information in a very fast way. I think that it was like going through the motions and applying them mechanically. I am not sure how much I will retain because it seemed I had a hard time relating them to real situations.
Transfer social and natural science theories into practical applications.	38	100.00%	0	0	0	
					Yes	If this is referring to demographic or political ways of handling people in certain situations and applying boundaries, then yes. Otherwise I'm afraid I do not understand the meaning of the program outcome.
					Yes	I feel that I am to transfer these theories into practical application with ease.
					Yes	Good gen ed classes to make for a more well rounded student
					Yes	I did not have any classes that delt with natural science.
					Yes	I believe the curriculum has achieved this goal.
					Yes	I learned this.
					Yes	Could be improved, I do not feel this was covered as well as it can be.
					Yes	I like the fact that this course really makes you take a closer look at who you are. Helping you to relate to the world around you and how to better succeed in it.
					Yes	The only social science I have learned in my courses here are psychology, sociology, and ethics. I feel that I have a better understanding in those subjects.
					Yes	We have not learned the transfer of social and natural science theories into practical applications. This has been a very basic degree and did not get into depth with those theories.
					Yes	somewhat
					Yes	I found this to be sufficient.

<u>Outcome</u>	<u>Yes</u>	<u>No</u>	<u>Unk</u>	<u>NA</u>	<u>Result</u>	<u>Feedback</u>
					Yes	While these areas of study are not the main focus of the business management program, I do feel that I have a basic understanding of the concepts involved in social and natural science theories.
					Yes	If that question is referring to subjects such as psychology and sociology then being able to understand the human mind and thought process will help me make better business decisions.
					Yes	I did not feel i learned alot about natural science in my core classes but in some electives. If Western wants that focused in the core classes they may want to look at that more. Not sure about this question.
					Yes	I think the overall program did a great job with transferring social and natural science theories into practical applications.
					Yes	Sociology is the study of human groups. How and why they function differently.
					Yes	I think we did this, through group projects, teamwork building exercises and the simulation. Events like the Etiquette Dinner and Get That Job! enhanced the skills.
					Yes	I dont think this program concentrates much on natural science theories but I think my social skills have improved. Now I am more willing to meet new people and get to know others.
					Yes	I have achieved this outcome and will definety use it in my future
					Yes	It helps you be a more rounded person.
					Yes	I did not learn this.
					Yes	I can see myself applying some of the projects and group work in my future career.
					Yes	Social science was effective but not natural science.
Demonstrate ability to think critically.	38	100.00%	0	0	0	
					Yes	Opportunity was given throughout program.
					Yes	I found that there are a lot of internet tools that help with critical thinking that I discovered and researched on my own. More of these resources could be introduced to students in this program.
					Yes	I think the foundation was presented and taught during the curriculum. In the group projects and team activities, it was obvious some of my classmates couldn't see more than 30 seconds in front of them, but through those activities, you could guide them on "if you do this, what's next?" "What's the next thing that could happen?" That helped everyone.
					Yes	One class that made us think critically about ourselves and our careers was Professional Development. The class gave a lot of extra experience most of us as students have not had as an opportunity prior to the class.
					Yes	This program has helped me to better organize my information. This organization help me to obtain, process, and analyze the information. Which allowed me to make better decisions.
					Yes	Many of the courses helped in this area.
					Yes	In class activities provided a good base for handling difficult decisions that exercised both legal and ethical principles.
					Yes	Critical thinking is important for business decisions and I feel the program has assisted me in being more analytical (business writing, problem solving & decision making)for the process and think of things from different perspectives.

Outcome	Yes	No	Unk	NA	Result	Feedback
	Yes					Throughout the courses I have learned to gain critical thinking skills rather than merely answering yes or no to questions. Learning the reasoning behind each answer better facilitates thinking.
	Yes					Every class I had we needed to critically think.
	Yes					Throughout all of my classes, I have used critical thinking to solve problems and work with groups to accomplish a common goal.
	Yes					The program has helped my ability to think critically a lot
	Yes					This was not taught often. A critical thinking course would be very beneficial for this program especially.
	Yes					I felt I was able to do this in the program. The capstone needs to stay the way it is with the instructor just supervising and not teaching.
	Yes					A lot of the group projects help you interact with other students, helping you learn to work more constructively.
	Yes					With our simulation binders we had to create, we had a decision we had to do every week. Some of them we needed to do research for and some of them you could just answer the questions with common sense.
	Yes					We have learned to think critically through out this program. In most of the courses there have been group projects that have constant hurdles. It has been the students responsibility to overcome those hurdles with the least resistance.
	Yes					Certainty was obtained. Critical thinking is important in business.
	Yes					I believe I have gotten much better in the area of critical thinking. High schools do not place enough emphasis on this important aspect of education. Critical thinking is much more important in real-world, practical situations than simply memorizing facts, and I feel this program has contributed largely to my development of critical thinking skills.
	Yes					Being in the capstone class has helped a lot with my critical thinking. I have learned to always look at all the other options and outcomes of that option. Also I know to take my time when answering critical questions.
	Yes					I have the ability to think and learn critically throughout this program. The Capstone class has really helped me to be able to think critically, and being able to figure things out on my own more easily and be more independant.
	Yes					Many assignments called for critical thinking and allowed for many different views on assignments
	Yes					In most cases it is up to the student to put into practice
	Yes					You really have to be able to think critically with alot of the classes you take for this course.
	Yes					The program gives plenty of great objectives that will challenge any student to think critically.
	Yes					The class activities provided by the program helped by putting the individual in real situations that will effect our everyday lives and business decisions.
	Yes					All the group projects we had to do at W.T.C. helped a lot with critical thinking.
	Yes					I think all the teachers tried to get the students to think critically and to really think about the choices they make.
	Yes					I can think quick and adapt to problems.

Outcome	Yes	No	Unk	NA	Result	Feedback
Demonstrate ability to value self and work ethically with others in a diverse population.	37	97.37%	1	2.63%	0	0
	Yes					Within this program group projects have been a major part of the curriculum. This has helped to teach students to work ethically and have self value within the groups.
	Yes					As I stated earlier this course really helped you to dig into yourself. By doing this it helped you to find your strengths and things that may need a little work. The group projects showed you how to not only utilize your own skill but the skill of others. Showing the importance of how working teams can really out perform individuals in certain projects. Also that it is okay to rely on others strengths in addition to your own.
	Yes					In all of my classes, I have learned to work with many different people to accomplish a goal whether it be a simple assignment or a large project.
	Yes					the classes were able to teach me to define the fine line that is necessary when dealing with a foreign demographic to my own. Business plans provided codes of conduct, federal and state laws that helped my awareness.
	Yes					This program has given me the ability to value myself more and work ethically with others in a diverse population.
	Yes					Having a positive hold on ethics is a key factor in working with others. I enjoyed the experience in my ethics class.
	Yes					I did not learn how to demonstrate this.
	Yes					The program pushes you to evaluate yourself in a way i wouldn't have thought it would. The instructor is a help in making you want to strive for excellence.
	Yes					We had to work in groups for in-class projects or out of class assignments. In the groups we had to trust the other people to do their portion of the work so you wouldn't get screwed over and get a bad grade. For the most part, the groups were always pretty diverse. Everyone had their own opinions on certain subjects and we had to value their opinions and not say "that's a dumb idea".
	Yes					Introduction to Business, Marketing Principles, Project Management, and Business Capstone all involved demonstrating abilities to value self and work ethically with others.
	Yes					Taking Professional Development with Mike M. really gave me self value and work ethics, he is an amazing instructor.
	Yes					The program does address this through many courses and I feel I am able to do this well.
	Yes					Good opportunity to work with fellow students and meet new people
	Yes					I have had the opportunity to work with a very diverse population at Western, and although I feel that I already worked ethically with others, Western has continued to provide an opportunity to embrace and learn from various people with different ideas.
	Yes					I have never been around such a diverse group. I enjoyed it.
	Yes					All of my classmates were respectful, pleasant to learn with, and the instructors fostered an environment of sharing, respect and openness.
	Yes					Going to classes with other students is a great way to practice this skill while working in teams.

Outcome	Yes	No	Unk	NA	Result	Feedback
					Yes	Classes did a good job teaching about diverse population especially to someone who is from a small town. Yes, achieved.
					Yes	There was plenty of group projects and required me to work well with others.
					Yes	I feel this was built into the program very well.
					Yes	Being in this program has opened my eyes up to all the other diversities and has taught me to value my own work ethic as well as others around me.
					Yes	I am able to get my work done on time and have good quality work. I have met many different people in the program and learned many new things from them.
					Yes	The program helped me as an individual to find or figure out where the fine line of what is right or wrong with certain situations and decisions.
					No	Self value and ethics were not taught as much as simply talked about. Ethics, I feel, are taught through everyday life.
Use technology effectively.	38	100.00%	0	0	0	
					Yes	I was happy to use blackboard quite a bit!
					Yes	We had many projects to complete throughout the program. To do so we needed to use computers and microsoft powerpoint, word, and excel. Computers were mainly the only technology we used.
					Yes	I have learned how to use technology effectively.
					Yes	I took excel my first semester at Western and did not really use it's features again until 2 years later in my last two semesters. By this time I had forgotten a lot of the information that I had learned. If excel and the important features and formulas could be used throughout multiple classes would make it easier to retain that information.
					Yes	Many employers are looking for people who know how to use Microsoft Office. Since the course requires Introduction to Micro-computers it has been a great asset on my personal resume. My co-workers really enjoy that I am able to help them with computers and see it as a strength.
					Yes	This is used a lot in the program and I find it to be a great tool for school and business.
					Yes	Increased skill with microsoft word and excel.
					Yes	Software Application for Business, and Managerial Finance helped me the most with learning some of the computer technology.
					Yes	A wide variety of available technology was used during my participation in the program, and was taught well to the students. The general education instructions, especially economics, could have used Blackboard to better advantage.
					Yes	Since I first started this program I can see the change in technology and how the program takes advantages of these technological oppurtunities.
					Yes	Overall, I feel that I have increased my computer knowledge although at times when a new program or upgrade is released, a brief tutorial may be beneficial to students.
					Yes	I use technology everyday and software applications has helped me to understand Microsoft Office better.
					Yes	There were glitches but they were worked out in a timely fashion.

Outcome	Yes	No	Unk	NA	Result	Feedback
					Yes	Every class required the use of a computer and have become very familer with using a computer.
					Yes	Operations management and software applications helped a lot with technology, particularly Excel. I improved a lot with technology.
					Yes	I loved my computer classes. They were the most useful class to me by far. Would like to see more of that in the program.
					Yes	I learned how to use excel and word in a more indepth way.
					Yes	Microsoft and Excel were relatively the only things that we learned aside from the school's blackboard and other outsource programs for grading.
					Yes	I had no clue about technology until I came to W.T.C.This improved this 100% for me.
					Yes	Achieved through curriculum and life
					Yes	Since I have started my program I have increased my skills on the computer. Many hours of being on the computer during classes have helped a lot.
					Yes	In every class in the program we had to use Excel, Word, and submit all of our work online.
					Yes	I feel that I was pretty good before coming to Western but going here really improved my ability to communicate with others through technology.
					Yes	By incorporating computers and new software into almost every course, I believe we have learned to use technology effectively.
					Yes	I am much more efficient on the computer and with assignments.
					Yes	This was an area that the program was lacking. I would like to see some programs that may be used in the real world for each class.
					Yes	I have been very happy with the classes taught in the technology part of the program. I have a much better grasp on information processing programs, especially Microsoft Office.
Make decisions that incorporate the importance of sustainability	36	94.74%	2	5.26%	0	0
					Yes	Using the real life and business situations that gave me the information to be able to maintain a steady outcome.
					Yes	This is one area that I feel could use a little more attention. Sustainability was focused on in operations management, but I think it would be a good idea to introduce the basic concepts of sustainability before going into more depth in operations management.
					Yes	Operations Management helped a lot with this aspect.
					Yes	It is very important to sustainable.
					Yes	I have realized that having attainable goals and acheiving them are very important.
					Yes	Acceptable.
					Yes	Financial Analysis and Operations Management did very well in teaching sustainability. Critical thinking would also be good in this outcome.
					Yes	Again, the real life scenarios provided me with the information necessary to make those decisions and exert the values of what it means to commit and sustain good principles.
					Yes	The core classes teaches you the importance of sustainability.

Outcome	Yes	No	Unk	NA	Result	Feedback
					Yes	My ability to make decisions and incorporate them into what I am learning has increased over the last few years. I think hard before making a tough decision
					Yes	Yes, curriculum allowed us to achieve this goal.
					Yes	I think western has stressed the point that sustainability is what businesses are focusing on now. Pat M. has shown many videos on businesses leading the industry on sustainability. Videos were effective for this subject.
					Yes	All classes in the program helped students develop the ability to make decisions that incorporate the importance of sustainability.
					Yes	Just keep going!
					Yes	I do feel that at times when we were asked to print out materials that it was not always needed or useful. Needless to say I did not print out any materials except those that were necessary.
					Yes	With our simulation binders we had to order inventory for our stores weekly. We really needed to look at our previous quarters sales and the other decisions we chose that dealt with running the business. Some of the decisions were hard to figure out what you wanted to do, so you had to estimate how much inventory you needed to buy based off the previous quarters numbers and if you changed the way you advertised and promoted your business.
					Yes	This goes back to critical thinking, and understanding the ripple effects of decision making. I think the teachers covered that well, especially Mike McArdle, who would let us go wrong, and then show us how to correct. Most people learn better from their mistakes, not what they got right the first time.
					Yes	We have learned to better make decisions that incorporate the importance of sustainability. It has been pounded into our heads to make better decisions that make life easier and better for not only ourselves but everyone else.
					Yes	I have learned this
					Yes	Could increase time spent on efficiency and environmental impact of decisions made.
					Yes	I have learned this during my Operations Management class.
					Yes	What comes to mind about the statement of sustainability is something that is good for today may not always be good for tomorrow. Sometimes a quick fix may cause more damage than one that may take a little more time and effort. Not to mention the importance of change you can not always do the same thing and expect different results.
					No	Yes and no, there is no middle ground in these answers. Sustainability should be more of a focus
					No	did not learn
Use project management and process improvement skills to achieve desired results.	34	89.47%	4	10.53%	0	0
					Yes	Project management class was poor and did not improve any skills
					Yes	I didn't learn anything in project management. Everything we were taught I already knew. You need to be organized and motivated to make your goals.
					Yes	It was difficult because of small class size.
					Yes	I have gained more experience with process improvement skills to achieve goals in the workplace.

Outcome	Yes	No	Unk	NA	Result	Feedback
	Yes					Learning how to manage time and other aspects of business have increased my skills.
	Yes					Project management and operations management were great for learning about these processes. The program is built well for these subjects.
	Yes					Business Capstone and Problem Solving and Decision Making used project management and processed improvement skills to achieve desired results.
	Yes					Yes have developed project management skills.
	Yes					It may have been achieved but I think every student would change the way project management is set up.
	Yes					Project management was a fun class. I learned how to brainstorm and work with people i have never known before. this is where my communications skills reallys tarted to grow.
	Yes					Time management was helpful.
	Yes					Project Management taught me nothing. My instructor did not teach the class about the subject and would like to take another course at another school even if my credit transfers.
	Yes					The use of time management within projects has been one of the helpful tools that this program helped me develop.
	Yes					I enjoyed this the most. I really enjoyed the project and working with people
	Yes					This class helped me be able to have a more structured plan of how I will execute the project or task.
	Yes					Project management helped learn how to properly plan a project. I found it very educational.
	Yes					I believe that we have learned to use project management to achieve desired results. It has not only been in one class but through out or two years we have had to plan accordingly to complete various tasks.
	Yes					I have taken what I learned here and applied to projects at work and to develop managers there as well. Very well done.
	Yes					Project management, although necessary, was not a good class. The teacher rarely seemed to do any activity that allowed us to think or improve a skill. We spent a large amount of time building puzzles and talking about the "process to paint a bathroom". Instead of having each group do a small project that takes little planning, but we were required to do a large amount of tedious work to do so, we should have had the whole class do one big project to which the tedious work would actually apply.
	Yes					This helped a lot in project management.
	Yes					Good experience to set up and run a fundrasier
	Yes					I really liked the project management class because it broke down the basics of how to manage a project before going into the technology that has now been developed for managing projects. One thing I would change is using more of this technology at the heart of the actual projects that are done in project management. This would reinforce the basic concepts while cutting out quite a bit of busy work that goes along with completing project tasks manually.
	Yes					The coursework for project management was very beneficial and I even find that I often think of different processes that businesses could implement to better their management processes
	Yes					I learned this in Project Management.

Outcome	Yes	No	Unk	NA	Result	Feedback
					No	I didn't understand using project management.
					No	My project management class was the worse class I had and the teacher was no where near capable of teaching a class of that matter.
					No	Project management did not teach me anything except how to take the most redundant steps necessary to clog a project's finish time. It was a big hindrance and thorn in my side to say the least and I wish to see this class removed for future students.
					No	Project Management class was a waste of time. It was not helpful at all for all the work we ended up having to put into it. There was a lot of "busy" work involved in the project that did not help the overall success or failure of the project.
Communicate effectively and professionally using different formats for a variety of audiences.	37	97.37%	1	2.63%	0	0
					Yes	Great use of different tools and effectively perform the use of them.
					Yes	By having a variety of students from age to gender to socioeconomic status, I believe that we have learned to effectively communicate professionally.
					Yes	Speech and course presentations helped a lot with different audiences. Marketing was the best at this with Barb Ebner.
					Yes	Have developed these skills with the classes taken.
					Yes	I have learned this
					Yes	The program has a good focus on this. I think any core business classes or classes leading up to this should require a full suit during presentation to stay profesinal. Presentations are important.
					Yes	I wish we could have presented more things in my business classes, other than speech. I feel that presenting effectively and looking more professional is very important in the business world.
					Yes	In many of the class we had to dress professionally as if we were presenting to an actual client or boss.
					Yes	You need to know your audience before you speak to them. You don't want to start off with a joke if you're speaking at a funeral. Do research first and see what type of people who will be communicating with.
					Yes	I learned these skills in Professional Development.
					Yes	Having taken a communications course a number of years ago, I would have like the opportunity to have had a refresher course. What we learned in that class did help, however during the semester, it would be beneficial to have a section dedicated to business communication.
					Yes	Presenting in classes helped me with this.
					Yes	Again Mike M. played a important role in this aspect of this part of the program.
					Yes	The opportunities I was given and the feedback I received helped refine these skills. There are plenty of opportunities in the program for a student to learn this skill set and put it to good use.
					Yes	Because of classes like speech and written communication, I believe I will be able to communicate professionally in my career using many formats.
					Yes	As I stated in previous questions, I would prefer a business communication class of some sort.

Outcome	Yes	No	Unk	NA	Result	Feedback
					Yes	I feel that this area could use improvement.
					Yes	Speech class really helped improve my verbal communication skills and showed me that you can present a speech in many different ways to best fit your audience
					Yes	Yes, prof. Dev. helped to teach the little things that have big outcomes.
					Yes	With ease.
					Yes	Learned many different ways to communicate effectively
					Yes	Certain classes and events required us to dress formally and informally, which introduced me to a variety of different audiences.
					No	I did not have any communication classes here.
Analyze and report business data for informed business decisions.	38	100.00%	0	0	0	
					Yes	financial classes gave me a basic understanding on how to monitor a businesses financial needs.
					Yes	Analyzing my simulation in Capstone has helped to understand this.
					Yes	I believe that we could have learned more on how to analyze and report business data. We learned the very basics but did not have enough time because of too many introductory courses.
					Yes	could use more focus
					Yes	I have learned how to analyze a ton of financial data in this program, but more importantly I've learned how to learn to analyze data. It is important to be able to take concepts you don't understand, and learn how to use them on your own.
					Yes	We had alot of good info for this
					Yes	I have learned the skills to analyze financial statements, however having students prepare their own in the financial courses would give students a better understanding.
					Yes	The program painfully had a lot of work that needed to be recorded and reported. But i wouldn't change anything.
					Yes	Brenda Updike was the best instructor I have had and she did well in Financial Analysis at interpreting this information and putting it into business decisions.
					Yes	being able to analyze and report data is important to everyday business life and decisions
					Yes	Yes, simulations helped
					Yes	Know how to do
					Yes	We did work with data but I do not feel that I was able to apply it to something I may use on a real job.
					Yes	I am able to look at financial statements and analyze them more effectively.
					Yes	I have definetly learned this and greatly appreciate the effort put into teaching this.
					Yes	In the class Financial Analysis helped me as an individual be able to figure out how a company is doing financially and how the company will do financially in the future

Outcome	Yes	No	Unk	NA	Result	Feedback
					Yes	Financial classes helped lay the ground work to make better decisions down the road in our businesses and the constant hammering of information and examples really helped me grasp how important the credentials and statistics are in a well-informed business decision.
					Yes	There were several opportunities to do this and in formats I have seen through my career already.
					Yes	Business Capstone was phenomenal for this section.
					Yes	In accounting we learned how to create balance sheets and income statements. This helped us out later when creating our business plans because we had to create both those sheets, as well as how to fill them out.
Evaluate others and self and create a plan to meet organizational goals.	38	100.00%	0	0	0	
					Yes	Lots of group projects gave me these skills.
					Yes	I have learned this
					Yes	I feel that in a management position, I would have the ability to evaluate and critique the performances of my employees. Also, through active communication, I could keep my team on track to reaching organizational goals.
					Yes	Everyone has someone they dont want to work with but eventually you learn from that person and realize that person is a good hard worker.
					Yes	We have had many group projects and have had to meet many goals and also self evaluate yourself and other group members.
					Yes	This was built into the program well. Team contracts are needed and should be signed by every group member. They need to be clear because many students don't take their education seriously and hurt others trying to reach their goals.
					Yes	By doing so many group projects we have learned to evaluate others and create a plan to meet organizationl goals. It has been crucial to evaluate others in a fair manner to show that I was competent.
					Yes	At the start of the program, I was not very open to the idea of criticizing myself or others. But as I learned, it is necessary if you wish to make a great business plan and decisions along the way to help maintain your goals.
					Yes	The business plans we created as groups helped organize plans and work as a team.
					Yes	Learned how to deal with group members that didn't help.
					Yes	I don't think there is much value to evaluating others unless you are honest, and I don't think several of my classmates wanted to hurt some one's feelings with constructive criticism. The opportunity is there however, if they want to take advantage of it.
					Yes	All the group projects helped with this.
					Yes	We had to make SMART Goals a lot. SMART Goals are goals that must be Specific, Measurable, Attainable, Realistic, and Timely. An example of this would be when we had to create them for our simulation we had to complete. Each year we had to create two smart goals and explain how we were going to accomplish them and what we were going to change to do so.
					Yes	Peer evaluations and SMART goals were both helpful in this area.

Outcome	Yes	No	Unk	NA	Result	Feedback
					Yes	Peer Eval helps to make sure everyone knew where they stood on their work.
					Yes	Very good at organization and planning
					Yes	I have learned this in multiple classes. I have had to do a number of evaluations on myself and team members.
					Yes	At the beginning of the program I was not comfortable be overallly critical of others but I have realized that be overallly critical will be the deciding factor of who will be successful.
Demonstrate ability to evaluate ethical situations and apply principles of corporate social responsibility.	37	97.37%	1	2.63%	0	0
					Yes	By having simulations in classes that offer various ethical dilemmas, we have learned how to evaluate those situations, and respond in a proper manner.
					Yes	The second year classes really got into the ethics portion of making decisions and I truly enjoyed the human resources class and capstone class for the purpose of ethics.
					Yes	Bring in more real-life scenarios for this because this can create discussion among students and teachers. This can allow to better prepare those who are entering into management positions.
					Yes	Did alot of this in every class.
					Yes	Definitely well covered and thought provoking.
					Yes	Introduction to ethics was an awesome class, and definitely helped with the application of decision-making in tough situations. Introduction to human resources was also helpful in the application of the concepts I have learned. Lori Olson did an awesome job of making the large amount of information involved in human resources seem not so complex. The class is called Introduction to Human Resources, and she did not get any more involved than the class name implies...unless we had more in depth questions, in which case she had all the answers as well. Corporate social responsibility was touched on in capstone and intro to international business, and I feel comfortable with my knowledge of this topic.
					Yes	I have learned this
					Yes	Our last year had a lot of ways to use our ethical decisions.
					Yes	Yes, Ethics helped.
					Yes	There has been a couple classes that had us evaluate ethical situations and look into them.
					Yes	There were classes that helped me as an individual be able to decipher between what is pushing the limit ethically and socially.
					Yes	Ethics class has taught me this.
					Yes	This was built into the classes well. Each class in the program should mention this or have a chapter on it. I feel I learned alot on this topic.
					Yes	Working on our business plans really helped my ability to evaluate situations and apply principles of corporate social responsibility.
					Yes	The program gives different situations that will simulate the types of problems in the real world.
					Yes	Throughout the simulation we were faced with situations where we had to make ethical decisions. In a business if someone bribes you to use their product, sell it, or promote it more than the others, will you? It's not ethical to take that bribe.

Outcome	Yes	No	Unk	NA	Result	Feedback
					Yes	Innrroduction to Ethics: Theory and Applications class was not only interesting but I think everyone should have that class.
					No	No, ethics was discussed as a definition and we did a few case studies, but it was nothing I didn't already know.
Assist with planning, directing or coordinating the operations of a business.	37	97.37%	1	2.63%	0	0
					Yes	These are important and have learned about in my classes.
					Yes	I have learned this
					Yes	In the program we had to hold a fundraisier which helped with the business situation of what steps and processes I will have to go through if I have to hold an event.
					Yes	You need to know how many employees you want to start with, you can always hire more if needed. How much you plan on paying each employee, what job that person is going to be in charge of, how much inventory you need each week and how many times a week you're going to order.
					Yes	The business plans and simulations helped greatly.
					Yes	I have learned this in Operations and when my group members and I have created business plans.
					Yes	Project managment was a great learning experience for planning, directing, and coordination an operation. in the business world you will be doing this every day.
					Yes	Operations management was a great tool/course for the program. It contained a lot of valuable information for business applications.
					Yes	In the last two years I have learned to plan, direct, and coordinate the operations of business. I have learned this through the work of group projects.
					Yes	The final business plan really exerted these qualities. Time was everything with the business plan, so scheduling and accurate planning was necessary to win out.
					Yes	This was built into the program well. I saw many different veivs of management I would not have otherwise thought of.
					Yes	The simulation in Capestone helped with this.
					Yes	I know the basics of how to operate a business now.
					Yes	The simulation project in capstone had students run their own business. It was very beneficial to this.
					Yes	Well covered, and the simulation lets you practice.
					Yes	Yes, many classes achieved this.
					Yes	Operations Management and Project Management both helped with this program outcome.
					Yes	Great projects in this program that gives you the opportunity to experience this.
					No	Operations management was a forgettable class, and one that should be one of the most important
Aggregate Assessment of Achievement	559	98.07%	11	1.93%	0	0