Faculty Feedback on Course Changes

(From 1/10/21 Faculty Meeting)

COB Program Name: Management

Consider Changed curriculum, degree plan changes, improved handouts, textbook changes, improved case studies, improved use of technology, improved interaction, use of innovative technology, etc. Use as many pages as needed.

Course Name and Number: Principles of Management MGT 130

Concern (s) Identified: Poor Written Communication Poor Teamwork Lacking quality Textbook/Online resources
Improvements Planned or Implemented: Require Grammarly Reports for written assignments (planned). Require APA format for written assignments (implemented). More discussion and deliberation around team formation (implemented). Required earlier deliverables for group project to develop team building earlier in the semester (implemented). Switched to new Cengage book (implemented)
Date Planned for Implementation: Spring 2021 Or Date Implemented: Fall 2020 What were the results of improvements? Team issues were identified and addressed earlier in the semester. Resulted in higher peer evaluations for team members and lower team issues brought to instructor's attention. Multiple individuals demonstrated leadership in the scope of the group project. New textbook provided excellent online resources implemented into assignments, test review, case discussions, etc.
Can you provide evidence of results/improvements? For example, change in test scores, change in assignment grades, SOS Student Comments, better SOS scores, etc. Yes - Higher Peer Evaluation feedback scores, higher group project grades (better quality work). Improved grades on tests. Higher grades on written assignments.

Course Name and Number: Organizational Behavior MGT 352

Concern (s) Identified:

Lacked relevant real-world focus and application opportunities
Poor Written Communication

Improvements Planned or Implemented:

Changed course project to be real-world focused
Require Grammarly Reports for written assignments (planned). Require APA format for written assignments (implemented).

Date Planned for Implementation: Fall 2021
Or
Date Implemented: Fall 2020

What were the results of improvements?

Students were pleased to have a relevant course project. Quality of work was higher and student comments were positive.

Can you provide evidence of results/improvements? For example, change in test scores, change in assignment grades, SOS Student Comments, better SOS scores, etc.

Improved group project quality. Positive SOS student comments, improved SOS scores. Higher grades on written assignments.

Course Name and Number: Human Resource Management MGT 353

Concern (s) Identified:

Lacking relevant real-world project.
Poor Written Communication
Poor Teamwork

Improvements Planned or Implemented:

Update HR project to be more real-world relevant.
Require Grammarly Reports for written assignments (planned). Require APA format for written assignments (planned).
More deliberation and discussion around team formation and teamwork.

Date Planned for Implementation: Spring 2021
Or
Date Implemented: Spring 2020

What were the results of improvements?

Teamwork increased

n/a

Can you provide evidence of results/improvements? For example, change in test scores, change in assignment grades, SOS Student Comments, better SOS scores, etc.

Higher grades on group project.

Course Name and Number: ___MGT 431 – Strategic Management_____

Concern (s) Identified: **Continuous Improvement of the Strategic Management Content/Processes and Student Engagement/Performance, including the MFT results.**
Improvements Planned or Implemented: **1. Assigned one case per team for the entire semester (as contrasted with more than one case used previously) so students can focus on continuous improvement quality rather than quantity.** **2. Split up the case work into small groups that then feed into the larger team work, rather than doing large team work only.** **3. Changed the content and processes to mirror some of Grad Strat Concepts (with possibility of Advanced Standing) to allow for a stronger transition from the undergraduate to the graduate program.** **4. Coordinated with Senior Seminar course for a core business courses review.**
Date Planned for Implementation: **_Fall 2021_** **AND** **Date Implemented: _2019 - 2020** What were the results of improvements? **1. Increased student engagement as supported by EBI results and SOS scores.** **2. Increased student perception of "Quality of Instruction" scores as evidenced by EBI and SOS scores and comments.** **3. Increased MFT results, though this is only for one semester. We will need to see if these higher MFT scores can be sustained.** **4. Beginning Fall 2021, we are requiring that students must have a cumulative GPA of 2.4 to enroll in Strat.** **5. Beginning Fall 2021, we are requiring that students must have completed both Oral Communications (in English) and Business Communications to enroll in Strat.**
Can you provide evidence of results/improvements? For example, change in test scores, change in assignment grades, SOS Student Comments, better SOS scores, etc. **Yes. See above.**

Course Name and Number: _MGT 130 – Principles of Management_____

Concern (s) Identified: Teamwork needed improvement.
Improvements Planned or Implemented: In Fall 2020 a new semester-long project was implemented to align with strategic management. The goal was to have deliverables throughout the semester to foster teamwork development. At the beginning of the project students are asked to submit their group expectations for the project. In Fall 2020, a written feedback assignment was requested in Week 8 to assess their team. In Spring 2021, a Qualtrics survey will be developed to use as a new measurement tool to assess teamwork in Week 8 and at the end of the semester.
Date Planned for Implementation: __Spring 2021 – new teamwork assessment survey____   Or   Date Implemented: __Fall 2020 – new group project____   What were the results of improvements?   I was pleased with most of the results from the project. Some teams did better than others. However, having deliverables throughout the semester gave an opportunity to coach students and help them revise as needed. Also, bringing Jane Malcolm into the class early on helped to show the students how to conduct research for the project.
Can you provide evidence of results/improvements? For example, change in test scores, change in assignment grades, SOS Student Comments, better SOS scores, etc.   I will know better after the Spring 2021 semester.