

Assessment plan 2015-2018
School of Business Administration (FAE)
University of Puerto Rico, Río Piedras Campus

BBA						
Learning Goals	Learning Objectives	Competencies	Core course used to measure	Activity	First measurement	Second measurement
1. Our students will be knowledgeable of business functional areas and contexts	1.1 Demonstrate knowledge of business functional areas and their integration 1.2 Discriminate between local and global environment in which the business operates	Critical Analysis	ADMI 4007 (Strategic Management)	Case study	First Cycle: 2016-2017	Second cycle: 2017-2018
1. Our students will be knowledgeable of business functional areas and contexts	1.3 Recognize and analyze business opportunity that fits in the entrepreneurial context	New business opportunities recognition	MERC 3115 (Marketing)	Marketing plan	First Cycle: 2016-2017	Second cycle: 2017-2018
2. Our graduates will be ethically conscious and socially responsible	2.1. Demonstrate knowledge of fundamental concepts, principles and theories in ethics 2.2 Apply ethical models and approaches to address issues in social responsibility to justify moral judgments in the decision making process	Ethics and social responsibility issues	ADMI 4416 (Ethics)	Case study	First Cycle: 2016-2017	Second cycle: 2017-2018
3. Our graduates will be able to work in diverse business settings	3.1 Demonstrate interpersonal skills and ability to work in diverse teamwork projects	Teamwork	MERC 3115 (Marketing)	Marketing plan	First Cycle: 2016-2017	Second cycle: 2017-2018
4. Our graduates will be effective communicators	4.1 Use appropriate strategies to communicate with different audiences	Communication (Oral-spanish)	COEM 3001 (Business Communication in Spanish)	Presentation	First Cycle: 2016-2017	Second cycle: 2017-2018
4. Our graduates will be effective communicators	4.1 Use appropriate strategies to communicate with different audiences	Communication (written-spanish)	MERC 3115 (Marketing)	Marketing plan	First Cycle: 2016-2017	Second cycle: 2017-2018
4. Our graduates will be effective communicators	4.1 Use appropriate strategies to communicate with different audiences	Communication (oral-english)	INCO 4008 (Business Communication in English)	Presentation	First Cycle: 2016-2017	Second cycle: 2017-2018
4. Our graduates will be effective communicators	4.1 Use appropriate strategies to communicate with different audiences	Communication (written-english)	INCO 4008 (Business Communication in English)	Essay based on oral presentation	First Cycle: 2016-2017	Second cycle: 2017-2018
5. Our graduates will be critical thinkers	5.1 Apply relevant theories and models to support business decision making 5.2 Apply quantitative or qualitative skills to analyze and solve business problems	Critically Evaluate Business Problems Quantitative Skills	FINA 3106 (Financial Management) ESTA 3042 (Statistics)	Problem in exam Problems in exam	First Cycle: 2016-2017	Second cycle: 2017-2018
5. Our graduates will be critical thinkers	5.3 Integrate technological skills to the analysis and solution of business problems	Use of technology	ESTA 3042 (Statistics)	Problems in exam using Excel	First Cycle: 2016-2017	Second cycle: 2017-2018
5. Our graduates will be critical thinkers	5.4 Draw conclusions and make decisions based on the information gathered	Information skills	FINA 3107 (Financial Markets and Institutions) /INCO 4006 (Report Writing in English)	Bond problem using Bloomberg data base/Informative report	First Cycle: 2016-2017	Second cycle: 2017-2018
MBA						
Learning Goals	Learning Objectives	Competencies	Core course used to measure	Activity	First measurement	Second measurement
1. Our graduates will be creative thinkers	1.1 Apply diverse quantitative (or qualitative) techniques to solve business problems and make recommendations	Quantitative Analysis/ Decision Making	GEOP 6539 (Operations Management)	Data Analysis Problem	First Cycle: 2016-2017	Second cycle: 2017-2018

1. Our graduates will be creative thinkers	1.2 Identify an entrepreneurial opportunity and propose the basis for a new venture un Puerto Rico	Entrepreneurship	ADMI 6990 (Seminar)	Data Analysis Problem	First Cycle: 2016-2017	Second cycle: 2017-2018
1. Our graduates will be creative thinkers	1.3 Evaluate information and present it in a manner that supports business decision or meets an information need	Information Competencies	ADMI 6637 (Business Ethics)	Proposal	First Cycle: 2015-2017	Second cycle: 2017-2018
1. Our graduates will be creative thinkers	1.4 Apply appropriate technological tools and data analysis approaches to support business decision making	Technological Skills	GEOP 6539 (Operations Management)	Data Analysis Problem	First Cycle: 2016-2017	Second cycle: 2017-2018
2. Our graduates will be proficient in business disciplines	2.1 Demonstrate knowledge of technical and conceptual aspects relevant to business disciplines	Business Knowledge	ADMI 6595 (Strategic Management)	Strategic plan	First Cycle: 2016-2017	Second cycle: 2017-2018
3. Our graduates will have global and local perspectives	3.1 Analyze the global and local environmental issues that affect the business strategic planning process	Globalization	ADMI 6595 (Strategic Management)	Strategic plan	First Cycle: 2016-2017	Second cycle: 2017-2018
4. Our graduates will be effective communicators	4.1 Demonstrate the ability to organize and deliver oral presentations and written reports on a business topic	Oral Communication	MERC 6541 (Marketing)	Presentation	First Cycle: 2016-2017	Second cycle: 2017-2018
4. Our graduates will be effective communicators	4.1 Demonstrate the ability to organize and deliver oral presentations and written reports on a business topic	Written Communication	ADMI 6531 (Management and Leadership)	Term project	First Cycle: 2016-2017	Second cycle: 2017-2018
5. Our graduates will be effective leaders and team members	5.1 Demonstrate leadership skills that will help them to contribute to the organization development and to interact effectively in different settings	Leadership skills	ADMI 6531 (Management and leadership)	Term project	First Cycle: 2016-2017	Second cycle: 2017-2018
6. Our graduates will be ethical decision makers	6.1 Evaluate the ethical and social responsibility implications of managerial decisions	Ethics and social responsibilities competencies	ADMI 6637 (Business Ethics)	Case Analysis	First Cycle: 2015-2017	Second cycle: 2017-2018
6. Our graduates will be ethical decision makers	6.2 Show leadership in advancing ethically sound decisions	Ethical leadership competencies	ADMI 6637 (Business Ethics)	Case Analysis	First Cycle: 2015-2017	Second cycle: 2017-2018

Ph. D.

Learning Goals	Learning Objectives	Competencies	Core course used to measure	Activity	First measurement	Second measurement
1. Our graduates will be researchers in the disciplines of Finance or International Business	1.1. Produce original research that makes a substantial contribution to their discipline	Research skills	ADMI 6715 (Research Methods)	Literature review for publishable working paper	First Cycle: 2014-2016	Second cycle: 2016-2017
1. Our graduates will be researchers in the disciplines of Finance or International Business	1.2. Demonstrate a comprehensive and intensive knowledge of research methods and analytical techniques applicable to their discipline and implements them appropriately	Research skills	ADMI 8005/6 (Dissertation)	Dissertation chapter (methodology)	First Cycle: 2013-2016	Second cycle: 2016-2017
1. Our graduates will be researchers in the disciplines of Finance or International Business	1.3. Investigate problems centered on Puerto Rico, the Caribbean and Latin America according to their discipline	Research skills	ADMI 8105/06 (Dissertation)	Porcentaje de research papers focused on Puerto Rico, the Caribbean and Latin America	First Cycle: 2013-2016	Second cycle: 2016-2017
2. Our graduates will be creators and transmitters of new knowledge in the disciplines of Finance or International Business	2.1. Elaborate effective defense of original research in oral format	Oral skills	ADMI 8105/6 (Dissertation)	Oral dissertation presentation	First Cycle: 2013-2016	Second cycle: 2016-2017
2. Our graduates will be creators and transmitters of new knowledge in the disciplines of Finance or International Business	2.2. Elaborate effective defense of original research in written format	Written skills	ADMI 8105/6 (Dissertation)	Written dissertation document	First Cycle: 2013-2016	Second cycle: 2016-2017
2. Our graduates will be creators and transmitters of new knowledge in the disciplines of Finance or International Business	2.3. Publish research in peer-reviewed journals or present at peer-reviewed conferences	Dissemination (in general)	ADMI 8105/6 (Dissertation)	Percentage of dissertations that have had chapters adapted and published in peer-reviewed journals or were presented at a peer-reviewed conference in the measurement period	First Cycle: 2013-2016	Second cycle: 2016-2017

3. Our graduates will be theoreticians on the disciplines of Finance or International Business	3.1. Demonstrate a comprehensive and intensive knowledge of the (i) theories, (ii) concepts, (iii) frameworks, (iv) empirical findings, and (v) controversies in a chosen business discipline.	Theoretical Analysis skills	FINA 9007, COIN 9007 (Comprehensive exam)	Comprehensive exam	First Cycle: 2014-2016	Second cycle: 2016-2017
3. Our graduates will be theoreticians on the disciplines of Finance or International Business	3.2. Evaluate business research ideas and completed research projects critically, assessing their conceptual and methodological soundness, and their contribution	Theoretical Analysis skills	ADMI 6715 (Research Methods)	Peer review of student presentation of methodology	First Cycle: 2016-2017	Second cycle: 2017-2018

Remarks

- (1) All learning objectives will be measured every semester for direct measures presented.
- (2) Indirect Measures include COOP Program Employer Evaluation (BBA) and Alumni Survey Data
- (3) Transformative actions will be implemented after first cycle process.
- (4) After the Second Cycle the loop will be closed.
- (5) General benchmark (for all LO's): 70% of students should score at least 70% on the questions and exercises for undergraduate level and 80% of students should score at least 80% or more on questions and exercises for the graduate level.