

**Assurance of Learning (AOL)
Closing the loop results summary
Indirect Measures
School of Business Administration UPR-RP
2015-2018**

Cooperative Education and Internship (BBA)

As an indirect measure we used a sample of the Employer Evaluation Form results for the Cooperative Education and Internship Program. The criteria of the form were aligned with the corresponding learning objectives. The scale of the Employer Evaluation Form goes from 0 (Not observed) to 5 (Excellent) points. We consider the students scoring between 4-5 points to be in compliance with our learning objectives. In general, students included in the sample demonstrated the competences according to our learning objectives. The following table summarizes the learning objectives measured and the results:

Learning Objectives	Criteria of Employer Evaluation Document	Results (% of students scoring >=4)
1.1 Demonstrate knowledge of business functional areas and their integration	Ability to apply acquired knowledge in their area of study	First measurement (2017-2018) n=27 96% Second measurement Summer (2018) n=14 100%
5.2 Use appropriate strategies to analyze and solve business problems	Analytical Skills	First measurement (2017-2018) n=27 96% Second measurement Summer (2018) n=14 86%
2.2 Apply ethical models and approaches to address issues in social responsibility to justify moral judgments in decision making process	Ethical Attitudes	First measurement (2017-2018) n=27 96% Second measurement Summer (2018) n=14 100%
5.3 Integrate technological skills to the analysis and solution of business problems	Technological Skills	First measurement (2017-2018) n=27 93% Second measurement Summer (2018) n=14 93%
4.1 Use appropriate strategies to communicate with different audiences (oral- Spanish)	Ability to communicate orally	First measurement (2017-2018) n=27 93% Second measurement Summer (2018) n=14 100%
4.1 Use appropriate strategies to communicate with different audiences (written- Spanish)	Ability to communicate in writing	First measurement (2017-2018) n=27 89% Second measurement Summer (2018) n=14 93%

Learning Objectives	Criteria of Employer Evaluation Document	Results (% of students scoring >=4)
3.1 Demonstrate interpersonal skills and ability to work in diverse teamwork projects	Ability to work in teams	First measurement (2017-2018) n=27 100% Second measurement Summer (2018) n=14 100%
5.1 Apply relevant theories and models to support business decision making 5.4 Draw conclusions and make decisions based on the information gathered	Ability to make decisions	First measurement (2017-2018) n=27 100% Second measurement Summer (2018) n=14 86%

Alumni survey results:

The alumni survey results are used as an indirect measure with two components: (1) the employability (has employment at the moment of the survey) and the value the students give to the business education received for employment (from 1- 5; being five the best score). The results indicate that students surveyed are employed (averaging 80%) and in general, perceive value (averaging 4) of the education received. Both pieces of information are important as supporting data. The following table summarizes the results:

Criteria	Level	Results
Employed	Undergraduate	First measurement (2017) 75% Second measurement (2018) 78%
Employed	Graduate (MBA, Ph. D.)	Measured on 2017 90%, 89%
Value of education for employment	Undergraduate	First measurement (2017) 4.15 Second measurement (2018) 4.03
Value of education for employment	Graduate (MBA, Ph. D.)	Measured on 2017 3.98, 4.22