

College of Business Administration
University of Puerto Rico- Río Piedras Campus
Assurance of Learning (AOL) Plan 2023-2026*

BBA							
Learning Goals	Learning Objectives	Competencies	Core courses used to measure	Activity	First measurement	Second measurement	Third measurement
1. Our graduates will be knowledgeable of business functional areas, entrepreneurial topics, and contexts	1.1 Identify strengths and weaknesses of business functional areas and opportunities and threats of the business global and local environment 1.2 Propose strategic actions based on internal and external environment business analysis	Business Knowledge and Integration	ADMI 4007 (Strategic Management)	Original case study and exam on a virtual platform	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
1. Our graduates will be knowledgeable of business functional areas, entrepreneurial topics, and contexts	1.3 Identify business opportunities aligned to changes taking place on the entrepreneurial ecosystem	New business opportunities recognition	MERC 3115 (Marketing) ADMI 3901 (Entrepreneurship)	Exercise on a virtual platform (MERC3115)/Canvas (ADMI3901)	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
2. Our graduates will be ethically conscious and socially responsible	2.1 Analyze ethical or social responsibility issues with related theories, models, and approaches	Ethical/Social responsibility issues analysis	ADMI 4416 (Ethics) LEGA 4005 (Legal)	Communication Exercise on social media (ADMI 4416) Questions (LEGA 4005)	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
2. Our graduates will be ethically conscious and socially responsible	2.2 Display knowledge of diversity, equity, and inclusion (DEI) topics when solving business problems	Application of diversity, equity, and inclusion concepts	ADMI 4416 (Ethics) COEM 3001 (Business Communication in Spanish) INCO 4010 (Business Communication in English)	Communication Exercise on social media (ADMI 4416)/ Research paper (INCO 4010) Case study/Essay using DEI topic (COEM 3001)	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
3. Our graduates will be teamwork and leadership oriented	3.1 Demonstrate positive group behaviors and leadership in teamwork projects	Teamwork effectiveness and leadership skills	ADMI 4007 (Strategic Management)	Peers' evaluation	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
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)	Oral presentation using electronic channels	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
4. Our graduates will be effective communicators	4.1 Use appropriate strategies to communicate with different audiences	Communication (written-Spanish)	COEM 3001 (Business Communication in Spanish)	Persuasive Essay with DEI topic	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
4. Our graduates will be effective communicators	4.1 Use appropriate strategies to communicate with different audiences	Communication (oral-English)	INCO 4010 (Business Communication in English)	Pitch of research paper	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
4. Our graduates will be effective communicators	4.1 Use appropriate strategies to communicate with different audiences	Communication (written-English)	INCO 4010 (Business Communication in English)	Research paper	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
5. Our graduates will be critical thinkers	5.1 Select among relevant theories and models to support business decision making	Critical Analysis	CONT 3106 (Accounting)/ GEOP4315 (Operations Management)	Questions in exam	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
5. Our graduates will be critical thinkers	5.2 Analyze business problems using quantitative or qualitative skills	Quantitative Skills/ Qualitative skills	ESTA 3041 (Statistics)/ MECU 3032 (Calculus)/ ADMI 4415 (Leadership), REHU 4405 (Human Resources Management), REHU 4408 (Organizational Behavior)/ FINA 3107 (Financial Markets and Institutions)	Problems using R/ Quantitative analysis exercise/ Questions in virtual platform or exam	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
5. Our graduates will be critical thinkers	5.3 Analyze business problems using technological skills	Knowledge of technological tools for business	ESTA 3041 (Statistics)/ SICI 3211 (Information Systems)	Problems using R/ Graphics using Excel and/or Power BI	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
5. Our graduates will be critical thinkers	5.4 Develop basic strategies to gather information ethically and from diverse sources, in research for business problems solutions	Information and research competencies	ADMI 4005 (Introduction to Business) / INCO 4010 (Business Communication in English)/FINA 3106 (Financial Management)	Questions in virtual platform (ADMI 4005) Research paper (INCO 4010)/Literature research (FINA 3106)	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025

MBA							
Learning Goals	Learning Objectives	Competencies	Core course used to Measure	Activity	First measurement	Second measurement	Third measurement
1. Our graduates will be creative thinkers	1.1 Evaluate and apply diverse quantitative (or qualitative) techniques to solve business problems	Quantitative Analysis/ Decision Making	ADMI 6595 (Strategic Management), MECU 6551	Strategic plan/ Literature revision	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
1. Our graduates will be creative thinkers	1.2 Elaborate the basis for a new venture in Puerto Rico upon opportunities in the local entrepreneurial ecosystem	Entrepreneurship	ADMI 6595 (Strategic Management)	Strategic Plan	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
1. Our graduates will be creative thinkers	1.3 Evaluate information in a manner that supports business decision or meets an information need	Information Competencies	ADMI 6595 (Strategic Management)	Strategic plan	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
1. Our graduates will be creative thinkers	1.4 Apply technological tools and data analysis approaches to support business decision making	Knowledge of technological tools for Business	ADMI 6595 (Strategic Management), MECU 6551	Strategic plan/ Literature revision	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
2. Our graduates will be knowledgeable of business disciplines	2.1 Integrate knowledge of technical and conceptual aspects relevant to business disciplines	Application of Business Knowledge	ADMI 6595 (Strategic Management)	Strategic plan	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
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	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
4. Our graduates will be professional communicators	4.1 Elaborate effective oral presentations and written reports on a business topic	Oral Communication	MERC6541 (Marketing)	Marketing Plan Presentation	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
4. Our graduates will be professional communicators	4.1 Elaborate effective oral presentations and written reports on a business topic	Written Communication	MERC6541 (Marketing)	Marketing Plan	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
5. Our graduates will be effective leaders and team members	5.1 Exhibit leadership skills in different business situations and contexts	Leadership skills	ADMI 6637 (Ethics), ADMI 6531 (Leadership), or ADMI 6540 (Ethics and Leadership)	Case study	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
6. Our graduates will be ethical decision makers	6.1 Evaluate implications of managerial decisions employing diversity, equity, and inclusion frameworks and/or examining other ethical and social responsibility issues	Ethics and social responsibilities competencies	ADMI 6637 (Ethics), ADMI 6531 (Leadership), or ADMI 6540 (Ethics and Leadership)	Case study	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
Ph. D.							
Learning Goals	Learning Objectives	Competencies	Core course used to measure	Activity	First measurement	Second measurement	Third measurement
1. Our graduates will be researchers	1.1. Produce original research that makes a substantial contribution to the discipline	Research skills and Critical thinking skills	Dissertation defense/comprehensive exam and courses, COIN 8025	Dissertation or questions included in comprehensive exam/ exercise	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
1. Our graduates will be researchers	1.2. Demonstrate a comprehensive and intensive knowledge of the (i) theories, (ii) concepts, (iii) methods, (iv) frameworks, (v) empirical findings, and (v) controversies in a chosen business discipline	Theoretical Knowledge and Analysis skills	COIN 8007, FING 8017, MECU 8005, COIN 8025 and other courses	Oral presentations, poster presentations (face-to-face or virtual) working papers, or reflection portfolios	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
1. Our graduates will be researchers	1.3. Investigate problems centered on Puerto Rico, the Caribbean, Latin America or other countries and regions	Research skills	COIN 8007, FING 8017, MECU 8005, COIN 8025 and other courses	Working papers, dissertations, or publications centered on PR, Caribbean, or Latin America (among other regions)	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
2. Our graduates will be academic leaders	2.1. Elaborate effective defense of original research in oral and written format	Oral and Written skills	Proposal defense, FING 8017, COIN 8025 and other courses	Proposal defense/ exercise	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025
2. Our graduates will be academic leaders	2.2. Publish research in peer-reviewed journals or present at peer-reviewed conferences	Dissemination skills	COIN 8007, FING 8017, MECU 8005, COIN 8025 and other courses	Working Papers/papers presented or published, poster presentations (face-to-face or virtual)	Spring or Fall 2023	Spring or Fall 2024	Spring or Fall 2025

Remarks

- (1) A first measurement will be taken in Spring or Fall 2023.
- (2) A second measurement will be made in Spring or Fall 2024.
- (3) The third measurement will be taken in Spring or Fall 2025. If necessary, a last measurement will be taken in Spring 2026.
- (4) After each measurement a semester will be employed in examining and discussing preliminary results to propose transformative actions.
- (5) Transformative actions will be implemented after each reflection process.
- (6) After the second cycle the loop will be closed, and a report will be issued.
- (7) All activities and artifacts will be revisited after the second cycle.
- (8) General benchmark (for all LO's): 75% of students should score at least 75% on the questions and exercises for the undergraduate level and 80% of students should score at least 80% or more on questions and exercises for the graduate level.
- (9) Indirect Measures will include Cooperative Education/Internship Program Employer Evaluations and Alumni Survey.

**** Revisited on Summer 2023***