

### MSA Program Outcomes to be Assessed in 2004 – 2005

Program Outcomes	Direct Measurement	Assessed in Course
1. Apply administrative and managerial theories/perspectives as they relate to problem solving within a wide range of organizational structures.	Capstone Project, scored by rubric	MSA 685
2. Apply quantitative methods when examining, understanding and solving administrative problems within the broad social, economic, technological and political environments of private, public or not-for-profit organizations.	Problem-based project in Quantitative Analysis with required paper and/or presentation	MSA 640
3. Select strategies/tools for solving complex administrative problems and conduct appraisals and evaluations of recommended programs and projects that serve organizations.	Capstone Project, scored by rubric	MSA 685
4. Take a position on an organizational issue, compile and synthesize information on the issue, and defend the position in oral and/or written forms at multiple levels of management.	Capstone Project, scored by rubric	MSA 685
5. Apply the concepts of finance as practiced in the private sector and the general concepts of governmental budgeting and funds allocation in the public sector.	Problem-based project in Finance with required paper and/or presentation	MSA 635
7. Maintain the fundamental competencies needed to manage information systems in different types of organizations.	Capstone Project, scored by rubric	MSA 685

**MSA Concentration Outcomes/Graduate Certificate Outcomes  
To be Assessed, 2004 – 2005**

<b>Concentration</b>	<b>Outcome</b>	<b>Direct Measurement</b>	<b>Assessed in Course(s)</b>	
General Administration	1. Articulate and apply the systems, issues & problems which impact upon dynamic organizations operating within a global environment.	Capstone Project, scored by rubric	MSA 685	
General Administration	2. Explain the nature of legal & political systems, how they impact the operation of organizations and individual decision making.	Problem-based project in Quantitative Analysis with required paper and/or presentation	MSA 640	
General Administration	3. Analyze how the organizational environment and processes affect the behavior of individuals within the work organization.	Capstone Project, scored by rubric	MSA 685	
General Administration	4. Identify and explain methods for improving communication of individuals and groups within and between organizations.	Capstone Project, scored by rubric	MSA 685	
General Administration	5. Explain the nature of social & economic systems; how they constrain control & impact the effectiveness of organizations.	Capstone Project, scored by rubric	MSA 685	
General Administration	6. Explain the nature of social & economic systems, how they constrain, control & impact the effectiveness of organizations.	Course-level assessment, problem-based projects	MSA 610	
Health Services Administration	3. Apply to apply financial analysis to making decisions in health services organizations.	Problem-based project in Finance with required paper and/or presentation	MSA 635	
Human Resources Administration	2. Analyze and apply the principles of collective bargaining, labor law and negotiations in organizations.	Course-level assessments, using problem-based projects, scored by rubrics or embedded test questions	MGT 646	ECO 515
Human Resources Administration	4. Make staffing decisions using broad range of evaluative measures such as compensation, economics and personnel psychology.	Course-level assessments, using problem-based projects, scored by rubrics or embedded test questions	MGT 645	PSY 636
International Administration	1. Explain business and organizational practices in international settings.	Course-level assessments, using problem-based projects, scored by rubrics or embedded test questions	MGT 667	
International Administration	2. Apply the principles of international economics in global settings.	Course-level assessments, using problem-based projects, scored by rubrics or embedded test questions	ECO 655	
Leadership	4. Manage conflict in organizations.	Course-level assessments, using problem-based projects, scored by rubrics or embedded test questions	IPC 561	
Leadership	6. Enhance culture diversity and communication in organizations.	Course-level assessments, using problem-based projects, scored by rubrics or embedded test questions	IPC 667	
Organization Communication	1. Apply the principles of communication theory in organizations.	Course-level assessment, using problem-based projects	IPC 661	
Organization Communication	2. Design research in the communication arts.	Capstone Project, scored by rubric	MSA 685	
Organization Communication	3. Communicate ideas and information in organizations.	Capstone Project, scored by rubric	MSA 685	
Organization Communication	4. Apply the principles of interpersonal communication.	Course-level assessment, using problem-based projects	IPC 560	

**MSA Concentration Outcomes/Graduate Certificate Outcomes  
To be Assessed, 2004 – 2005**

<b>Concentration</b>	<b>Outcome</b>	<b>Direct Measurement</b>	<b>Assessed in Course(s)</b>	
Parks-Recreation Administration	1. Apply theory, research, and current practices in recreation, parks, and leisure administration.	Course-level assessment, using problem-based projects	RPL 618	
Parks-Recreation Administration	2. Write grants to support recreation, parks and leisure activities.	Course-level assessment, using problem-based projects	RPL 521	
Public Administration	3. Explain the public management process.	Course-level assessments, using problem-based projects, scored by rubrics or embedded test questions	PSC 610	
Public Administration	5. Apply organization theory and behavior to practices in public administration.	Course-level assessments, using problem-based projects, scored by rubrics or embedded test questions	PSC 610	
Software Engrng Administration	1. Examine major issues in software engineering and how software engineering addresses those issues.	Course-level assessments, using problem-based projects, scored by rubrics or embedded test questions	CPS 510	
Software Engrng Administration	4. Analyze techniques and tools which manage and control the software development process.	Course-level assessments, using problem-based projects, scored by rubrics or embedded test questions	CPS 613	CPS 614
Sport Administration	1. Initiate a career in the administration of college, professional, or commercial sport.	Capstone Project, scored by rubric	MSA 685	
Sport Administration	2. Apply the principles of administration of sport and physical education.	Capstone Project, scored by rubric	MSA 685	
Sport Administration	4. Analyze sport administration literature.	Capstone Project, scored by rubric	MSA 685	
Sport Administration	6. Apply the principles of sport marketing. 6. Apply the principles of sport marketing.	Course-level assessment, using problem-based projects	PES 650	