SAN DIEGO GLOBAL KNOWLEDGE UNIVERSITY

REPORT OF OUTCOMES ASSESSMENT RESULTS

Date: 07/10/2024
Last Updated: 07/10/2024

SAN DIEGO GLOBAL KNOWLEDGE UNIVERSITY

Report of Outcomes Assessment Results

Program 1	Full Stack Development Immersive
Program 2	Bachelor of Science in Global Management
Program 3	Master of Science in International Management
Program 4	Master of Science in Communication and Technology
Academic Year	First Semester of 2024

Table of Contents

Outcomes Assessment Results

For Academic Year: January 2024 to June 2024

Section I: Student Learning Assessment

Program 1: Full Stack Development Immersive (FSDI)

Student Learning Assessment for: Full Stack Development Immersive (FSDI)	
Program Learning Outcomes (PLOs)	
1. Students will be able to define the concept of "Full Stack" in web development and the basic principles and rules of web design.	
2. Students will be able to describe some of the most used digital languages in industry, their strengths, and applications.	
3. Students will be able to explain data structure and system design techniques for solving problems in different environments and contexts.	
4. Students will be able to apply project management methodologies and skills of web development projects in a variety of organizational environments.	
Assessment Instruments for Program Learning Outcomes — Direct Measures of Student Learning:	**Performance Objectives (Targets/Criteria) for Direct Measures:**
1. FSDI 116 Final Paper Program PLOs Assessed by this Measure: 1	At least 70% of FSDI 116 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO.
2. FSDI 117 Final Paper Program PLOs Assessed by this Measure: 2	At least 70% of FSDI 117 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO.
3. FSDI 114 Final Paper Program PLOs Assessed by this Measure: 3	At least 70% of FSDI 114 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO.

4. FSDI 120 Final Paper Program PLOs Assessed by this Measure: 4	At least 70% of FSDI 120 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO.
Assessment Instruments for Program Learning Outcomes — Indirect Measures of Student Learning:	**Performance Objectives (Targets/Criteria) for Indirect Measures:**
1. Final Program Survey Program PLOs Assessed by this Measure: 1	On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree" .
2. Final Program Survey Program PLOs Assessed by this Measure: 2	On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree" .
3. Final Program Survey Program PLOs Assessed by this Measure: 3	On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree" .
4. Final Program Survey Program PLOs Assessed by this Measure: 4	On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree" .

Learning Assessment Results: Full Stack Development Immersive
Summary of Results from Implementing Direct Measures of Student Learning:

Final Papers: Number of students achieving a score of 70% or higher on relevant content criteria mapped to this PLO:

- FSDI 116 Final Paper (Program PLO 1):   34 met target of 36 records observed (92% of Total)

- FSDI 117 Final Paper (Program PLO 2):   30 met target of 36 records observed (83% of Total)
- FSDI 114 Final Paper (Program PLO 3):   37 met target of 45 records observed (82% of Total)

- FSDI 120 Final Paper (Program PLO 4):   16 met target of 18 records observed (88% of Total)

Summary of Results from Implementing Indirect Measures of Student Learning:

Final Program Survey: Number of Students Rating Their Degree of Satisfaction in Achieving the Program PLOs as "Agree" or "Strongly Agree":

- Program PLO 1:   6 met target of 6 records observed (100% of Total)
- Program PLO 2:   5 met target of 6 records observed (83% of Total)
- Program PLO 3:   5 met target of 6 records observed (83% of Total)
- Program PLO 4:   5 met target of 6 records observed (83% of Total)

Summary of Achievement of Intended Student Learning Outcomes:				
Program Learning Outcomes		**Learning Assessment Measures**		
Program PLOs		*Direct Measure*	Indirect Measure	
		Performance Target Was…	Performance Target Was…	
1. Students will be able to define the concept of "Full Stack" in web development and the basic principles and rules of web design.		Met	Met	
2. Students will be able to describe some of the most used digital languages in industry, their strengths, and applications.		Met	Met	
3. Students will be able to explain data structure and system design techniques for solving problems in different environments and contexts.		Met	Met	
4. Students will be able to apply project management methodologies and skills of web development projects in a variety of organizational environments.		Met	Met	

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:
Not applicable. All PLOs were met.

Program 2: Bachelor of Science in Global Management (BSGM)

Student Learning Assessment for: Bachelor of Science in Global Management (BSGM)
Program Learning Outcomes (PLOs)
1. Students will explain the concept of globalization, its evolution and current importance.
2. Students will apply general education knowledge and skills such as mathematics, humanities, natural sciences, and communication.
3. Students will describe the role of comparative advantage in global business environments.
4. Students will explain the proliferation of new information and telecommunication technologies in the New Economy.
5. Students will apply the concept of international managerial leadership competence (IML) to improve organizational performance and effectiveness.
6. Apply the systems approach and methodology to solve the increasingly complex problems of organizations with a global perspective.
7. Students will explain the key dimensions of global competitiveness.
8.   Students will describe a strategic business plan with a global perspective.

Assessment Instruments for Program Learning Outcomes — Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. GSYS 302 Final Paper Program PLOs Assessed by this Measure: 1	At least 70% of GSYS 302 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO.
2. GBUS 302 Final Paper Program PLOs Assessed by this Measure: 2	At least 70% of GBUS 302 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO.
3. GBUS 302 Final Paper Program PLOs Assessed by this Measure: 3	At least 70% of GBUS 302 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO.

4. ENTR 402 Final Paper

Program PLOs Assessed by this Measure: 4 | At least 70% of ENTR 402 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO. |
| 5. MGMT 302 Final Paper

Program PLOs Assessed by this Measure: 5 | At least 70% of MGMT 302 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO. |
| 6. GSYS 302 Final Paper

Program PLOs Assessed by this Measure: 6 | At least 70% of GSYS 302 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO. |
| 7. MGMT 302 Final Paper

Program PLOs Assessed by this Measure: 7 | At least 70% of MGMT 302 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO. |
| 8. GBUS 403 Final Paper

Program PLOs Assessed by this Measure: 8 | At least 70% of GBUS 403 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO. |
| **Assessment Instruments for Program Learning Outcomes — Indirect Measures of Student Learning:** | **Performance Objectives (Targets/Criteria) for Indirect Measures:** |
| 1. Final Program Survey

Program PLOs Assessed by this Measure: 1 | On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree". |
| 2. Final Program Survey

Program PLOs Assessed by this Measure: 2 | On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree". |
| 3. Final Program Survey

Program PLOs Assessed by this Measure: 3 | On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree". |
| 4. Final Program Survey

Program PLOs Assessed by this Measure: 4 | On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree". |

5. Final Program Survey Program PLOs Assessed by this Measure: 5	On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree".
6. Final Program Survey Program PLOs Assessed by this Measure: 6	On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree".
7. Final Program Survey Program PLOs Assessed by this Measure: 7	On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree".
8. Final Program Survey Program PLOs Assessed by this Measure: 8	On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree".

Learning Assessment Results: Bachelor of Science in Global Management (BSGM)

Summary of Results from Implementing Direct Measures of Student Learning:

Final Papers: Number of students achieving a score of 70% or higher on relevant content criteria mapped to this PLO:

- GSYS 302 Final Paper (Program PLO 1):   19 met target of 19 records observed (100% of Total)
- GBUS 302 Final Paper (Program PLO 2):   3 met target of 3 records observed (100% of Total)
- GBUS 302 Final Paper (Program PLO 3):   3 met target of 3 records observed (100% of Total)
- ENTR 402 Final Paper (Program PLO 4):   11 met target of 11 records observed (100% of Total)
- MGMT 302 Final Paper (Program PLO 5):   25 met target of 27 records observed (92% of Total)
- GSYS 302 Final Paper (Program PLO 6):   19 met target of 19 records observed (100% of Total)
- MGMT 302 Final Paper (Program PLO 7):   25 met target of 27 records observed (83% of Total)
- GBUS 403 Final Paper (Program PLO 8):   1 met target of 1 records observed (100% of Total)

Summary of Results from Implementing Indirect Measures of Student Learning:

Final Program Survey: Number of Students Rating Their Degree of Satisfaction in Achieving the Program PLOs as "Agree" or "Strongly Agree":

- Program PLO 1:   14 met target of 14 records observed (100% of Total)
- Program PLO 2:   14 met target of 14 records observed (100% of Total)
- Program PLO 3:   14 met target of 14 records observed (100% of Total)
- Program PLO 4:   14 met target of 14 records observed (100% of Total)
- Program PLO 5:   14 met target of 14 records observed (100% of Total)
- Program PLO 6:   14 met target of 14 records observed (100% of Total)
- Program PLO 7:   14 met target of 14 records observed (100% of Total)
- Program PLO 8:   14 met target of 14 records observed (100% of Total)

Summary of Achievement of Intended Student Learning Outcomes:				
Program Learning Outcomes		**Learning Assessment Measures**		
Program PLOs		*Direct Measure*	Indirect Measure	
		Performance Target Was…	**Performance Target Was…**	
1. Students will explain the concept of globalization, its evolution and current importance.		Met	Met	
2. Students will apply general education knowledge and skills such as mathematics, humanities, natural sciences, and communication.		Met	Met	
3. Students will describe the role of comparative advantage in global business environments.		Met	Met	
4. Students will explain the proliferation of new information and telecommunication technologies in the New Economy.		Met	Met	
5. Students will apply the concept of international managerial leadership competence (IML) to improve organizational performance and effectiveness.		Met	Met	
6. Apply the systems approach and methodology to solve the increasingly complex problems of organizations with a global perspective.		Met	Met	
7. Students will explain the key dimensions of global competitiveness.		Met	Met	

8. Students will describe a strategic business plan with a global perspective.		Met	Met	

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:
Not applicable. All PLOs were met.

Program 3: Master of Science in International Management (MSIM)

Student Learning Assessment for: Master of Science in International Management (MSIM)	
Program Learning Outcomes (PLOs)	
1. Students will analyze the concept of globalization, its evolution and current importance.	
2. Students will evaluate the concept of international managerial leadership competence (IML) to improve organizational performance.	
3. Students will analyze the systems approach to solve the increasingly complex problems of organizations with a global perspective.	
4. Students will evaluate the key dimensions of global competitiveness.	
5. Students will develop socially responsible business strategies with a global vision.	
Assessment Instruments for Program Learning Outcomes — Direct Measures of Student Learning:	**Performance Objectives (Targets/Criteria) for Direct Measures:**
1. MSIM 501 Final Paper Program PLOs Assessed by this Measure: 1	At least 70% of MSIM 501 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO.
2. MSIM 511 Final Paper Program PLOs Assessed by this Measure: 2	At least 70% of MSIM 511 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO.
3. MSIM 503 Final Paper Program PLOs Assessed by this Measure: 3	At least 70% of MSIM 503 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO.
4. MSIM 502 Final Paper Program PLOs Assessed by this Measure: 4	At least 70% of MSIM 502 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO.
5. MSIM 506 Final Paper Program PLOs Assessed by this Measure: 5	At least 70% of MSIM 506 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO.
Assessment Instruments for Program Learning Outcomes — Indirect Measures of Student Learning:	**Performance Objectives (Targets/Criteria) for Indirect Measures:**

1. Final Program Survey Program PLOs Assessed by this Measure: 1	On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree".
2. Final Program Survey Program PLOs Assessed by this Measure: 2	On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree".
3. Final Program Survey Program PLOs Assessed by this Measure: 3	On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree".
4. Final Program Survey Program PLOs Assessed by this Measure: 4	On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree".
5. Final Program Survey Program PLOs Assessed by this Measure: 5	On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree".

Learning Assessment Results: Master of Science in InternationalManagement (MSIM)

Summary of Results from Implementing Direct Measures of Student Learning:

<u>**Final Papers**</u>: Number of students achieving a score of 70% or higher on relevant content criteria mapped to this PLO:
- MSIM 501 Final Paper (Program PLO 1):   1 met target of 1 records observed (100% of Total)
- MSIM 511 Final Paper (Program PLO 2):   1 met target of 1 records observed (100% of Total)
- MSIM 503 Final Paper (Program PLO 3):   3 met target of 3 records observed (100% of Total)
- MSIM 502 Final Paper (Program PLO 4):   2 met target of 2 records observed (100% of Total)
- MSIM 506 Final Paper (Program PLO 5):   4 met target of 4 records observed (100% of Total)

Summary of Results from Implementing Indirect Measures of Student Learning:

<u>**Final Program Survey**</u>: Number of Students Rating Their Degree of Satisfaction in Achieving the Program PLOs as "Agree" or "Strongly Agree":
- Program PLO 1:   0 met target of 0 records observed (-% of Total)
- Program PLO 2:   0 met target of 0 records observed (-% of Total)
- Program PLO 3:   0 met target of 0 records observed (-% of Total)
- Program PLO 4:   0 met target of 0 records observed (-% of Total)
- Program PLO 5:   0 met target of 0 records observed (-% of Total)

Summary of Achievement of Intended Student Learning Outcomes:			
Program Learning Outcomes	**Learning Assessment Measures**		
Program PLOs	*Direct Measure*	**Indirect Measure**	
	Performance Target Was…	**Performance Target Was…**	
1. Students will analyze the concept of globalization, its evolution and current importance.	Met	Met	
2. Students will evaluate the concept of international managerial leadership competence (IML) to improve organizational performance.	Met	Met	
3. Students will analyze the systems approach to solve the increasingly complex problems of organizations with a global perspective.	Met	Met	
4. Students will evaluate the key dimensions of global competitiveness.	Met	Met	
5. Students will develop socially responsible business strategies with a global vision.	Met	Met	

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:
Not applicable. All PLOs were met.

Program 4: Master of Science in Communication and Technology (MSCT)

Student Learning Assessment for: Communication and Technology (MSCT)	
Program Learning Outcomes (PLOs)	
1. Students will analyze the impact of technology on globalization.	
2. Students will evaluate the concept of distance activity competence in networked organizations to maximize performance.	
3. Students will analyze the systems approach to implement appropriate new technologies to solve the increasingly complex problems of organizations with a global perspective.	
4. Students will evaluate the key dimensions of client service and global competitiveness for networked organizations.	
5. Students will develop technology- based strategies to increase performance and global market outreach of organizations.	
Assessment Instruments for Program Learning Outcomes — Direct Measures of Student Learning:	**Performance Objectives (Targets/Criteria) for Direct Measures:**
1. MSCT 501 Final Paper Program PLOs Assessed by this Measure: 1	At least 70% of MSCT 501 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO.
2. MSCT 504 Final Paper Program PLOs Assessed by this Measure: 2	At least 70% of MSCT 504 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO.
3. MSCT 505 Final Paper Program PLOs Assessed by this Measure: 3	At least 70% of MSCT 505 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO.
4. MSIM 512 Final Paper Program PLOs Assessed by this Measure: 4	At least 70% of MSCT 512 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO.
5. MSIM 511 Final Paper Program PLOs Assessed by this Measure: 5	At least 70% of MSCT 511 students must receive a proficient (C grade) or distinguished evaluation (A or B grade) on relevant content criteria mapped to this PLO.
Assessment Instruments for Program Learning Outcomes — Indirect Measures of Student Learning:	**Performance Objectives (Targets/Criteria) for Indirect Measures:**

1. Final Program Survey Program PLOs Assessed by this Measure: 1	On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree".
2. Final Program Survey Program PLOs Assessed by this Measure: 2	On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree".
3. Final Program Survey Program PLOs Assessed by this Measure: 3	On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree".
4. Final Program Survey Program PLOs Assessed by this Measure: 4	On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree".
5. Final Program Survey Program PLOs Assessed by this Measure: 5	On the exit survey instrument, at least 70% of students completing the program will express satisfaction on the Final Program Survey by indicating either "Agree" or "Strongly Agree".

Learning Assessment Results: Master of Science in Communication and Technology (MSCT)

Summary of Results from Implementing Direct Measures of Student Learning:

<u>Final Papers</u>: Number of students achieving a score of 70% or higher on relevant content criteria mapped to this PLO:
- MSCT 501 Final Paper (Program PLO 1):   2 met target of 2 records observed (100% of Total)
- MSCT 504 Final Paper (Program PLO 2):   2 met target of 2 records observed (100% of Total)
- MSCT 505 Final Paper (Program PLO 3):   2 met target of 2 records observed (100% of Total)
- MSCT 512 Final Paper (Program PLO 4):   1 met target of 1 records observed (100% of Total)
- MSCT 511 Final Paper (Program PLO 5):   0 met target of 0 records observed (-% of Total)

Summary of Results from Implementing Indirect Measures of Student Learning:

<u>Final Program Survey</u>: Number of Students Rating Their Degree of Satisfaction in Achieving the Program PLOs as "Agree" or "Strongly Agree":
- Program PLO 1:   0 met target of 0 records observed (-% of Total)
- Program PLO 2:   0 met target of 0 records observed (-% of Total)
- Program PLO 3:   0 met target of 0 records observed (-% of Total)
- Program PLO 4:   0 met target of 0 records observed (-% of Total)
- Program PLO 5:   0 met target of 0 records observed (-% of Total)

Summary of Achievement of Intended Student Learning Outcomes:				
Program Learning Outcomes		**Learning Assessment Measures**		
Program PLOs		*Direct Measure*	**Indirect Measure**	
		Performance Target Was…	**Performance Target Was…**	
1. Students will analyze the impact of technology on globalization.		Met	Met	
2. Students will evaluate the concept of distance activity competence in networked organizations to maximize performance.		Met	Met	
3. Students will analyze the systems approach to implement appropriate new technologies to solve the increasingly complex problems of organizations with a global perspective.		Met	Met	
4. Students will evaluate the key dimensions of client service and global competitiveness for networked organizations.		Met	Met	
5. Students will develop technology-based strategies to increase performance and global market outreach of organizations.		Met	Met	

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:
Not applicable. All PLOs were met.

Section II: Operational Assessment

Operational Assessment
Intended Operational Outcomes (IOOs)
1. SDGKU will be successful in placing its undergraduate students in appropriate entry-level positions or in graduate school on an annual basis.
2. SDGKU will be successful in contributing to the professional advancement of its graduates.
3. Faculty members will be highly-qualified in their teaching disciplines.
4. SDGKU will be engaged in appropriate professional activities on an annual basis.
5. SDGKU will be successful in providing effective support services to its students.
6. The academic faculty will be current and relevant for careers in business and technology.

Assessment Measures for Intended Operational Outcomes:	Performance Objectives (Targets/Criteria) for Operational Assessment Measures:
1. Student Career Counseling IOOs Assessed by this Measure: 1, 2	SDGKU will increase participation in student career counseling by at least 3% annualy.
2. Faculty Files IOOs Assessed by this Measure: 3, 6	At least 90% of the school's full-time and adjunct faculty members will be either academically or professionally qualified to teach in their respective disciplinary areas;
3. Faculty Devlopment Plans IOOs Assessed by this Measure: 4	Data from annual faculty development plan forms will show that at least 80% of the school's full-time faculty members attend two or more relevant disciplinary or instructional-development conferences, seminars, or workshops each year.
4. Graduate Satisfaction Survey IOOs Assessed by this Measure: 5	On the exit survey instrument respective question, obtain 4.0 or above response average for all graduating students. This will indicate that they were "satisfied" and/or "very satisfied" with SDGKU staff (which includes student services).
Summary of Results from Implementing Operational Assessment Measures/Methods:	

1. SDGKU had 46 students who participated in career counseling in 2023, as compared to 14 students in 2022. This was an 86% increase, which is greater than the stated benchmark of at least 3%

2. Upon review of faculty files, 100% of the school's full-time and adjunct faculty members were academically or professionally qualified to teach in their respective disciplinary areas, which exceeded the goal of 90%.

3. Upon review of completed annual faculty development plan forms, it was observed that 100% of the school's full-time faculty members attended two or more relevant disciplinary or instructional-development conferences, seminars, or workshops, which exceeded the goal of 80%.

4. On a rating scale with 5 representing "strongly agree/satisfied" and 1 representing "strongly disagree/dissatisfied," the average score for all graduate satisfaction survey question 5 responses was 4.26, which meets the target of 4.0 or above. Question 5 evaluates prompt and effective SDGKU staff services.

Summary of Achievement of Intended Operational Outcomes:				
Intended Operational Outcomes		**Operational Assessment Measures**		
Program PLOs		*Direct Measure*		
		Performance Target Was…		
1. SDGKU will be successful in placing its undergraduate students in appropriate entry-level positions or in graduate school on an annual basis.		Met		
2. SDGKU will be successful in contributing to the professional advancement of its graduates.		Met		
3. Faculty members will be highly-qualified in their teaching disciplines.		Met		
4. SDGKU will be engaged in appropriate professional activities on an annual basis		Met		
5. SDGKU will be successful in providing effective academic advising to its students.		Met		
6. The academic faculty will be current and relevant for careers in business and technology.		Met		

Proposed Courses of Action for Improvement in Intended Operational Outcomes for which Performance Targets Were Not Met:
Not applicable. All IOOs were met.