

Student Learning Outcomes Matrix - Academic Year 2024 – 2025

Identify Each Student Learning Outcome and Measurement Tool(s)	Identify Benchmark	Total Number of Students Observed	Total Number of Students Meeting Expectation	Assessment Results: Percentage of Students Meeting Expectation	Assessment Results: Does not meet expectation Meets expectation Exceeds expectation Insufficient data
B.S. Sport Management					
PLO 1 (2022-2023) Incorporate the Christian worldview in decision-making within sport management					
Measure 1 SMGT 312 Sport Ministry Research PPT Presentation (Residential, Direct)	70% of students will be able to achieve 3 out of 4 for each subcategory (SC) of the rubric	49 students observed	SC 1: 38	SC 1: 78%	Exceeds expectations
			SC 2: 40	SC 2: 82%	
			SC 3: 47	SC 3: 96%	
Measure 2 SETM 499 Internship Evaluation (Residential, Indirect)	75% of students will score at least 3.75 out of 5 on each sub-category (SC) of the Likert scale	29 students observed	SC 1: 28	SC 1: 97%	Exceeds expectations
			SC 2: 28	SC 2: 97%	
			SC 3: 29	SC 3: 100%	
			SC 4: 29	SC 4: 100%	
			SC 5: 29	SC 5: 100%	
<p>Measure 1: SMGT 312 Sport Ministry Research PPT Presentation (Residential, Direct)</p> <p>Suggested Action Plan: No suggested changes at this time.</p> <p>Sub-Category (SC) Title:</p> <ul style="list-style-type: none"> ● SC 1: Ministry and activity connection ● SC 2: Activity outcome ● SC 3: Intentional focus <p>Notes: Upon review of the assessment data in Planning, it was found that the target was set at 70%, not 75% as was initially submitted. The correction has been made in the reporting above with no impact on the assessment results.</p> <p>Measure 2: SETM 499 Internship Evaluation (Residential, Indirect)</p> <p>Suggested Action Plan: No suggested changes at this time.</p> <p>Assessment Rubric Sub-Category (SC) Titles:</p> <ul style="list-style-type: none"> ● SC 1: Demonstrates good judgment on work related decisions ● SC 2: Displays patience and self-control during work 					

- SC 3: Demonstrates a consideration for others' viewpoints
- SC 4: Demonstrates courtesy in working with the public
- SC 5: Shows respect for others in relationships with public and co-workers

Note: Sport management students continue to perform well in their internships.

Measure 1 SMGT 312 Portfolio Assignment (Online, Direct)	70% of the sample will score at the level of competence.	13 students observed	SC 1: 9	SC 1: 69.23%	Does not meet expectations
			SC 2: 4	SC 2: 30.77%	
			SC 3: 11	SC 3: 84.61%	

Measure 1: SMGT 312 Portfolio Assignment (Online, Direct)

Sub-Category (SC) Title:

- SC 1: Ministry and activity connection
- SC 2: Activity outcome
- SC 3: Intentional focus

Notes: The B.S. Sport Management (online) had not been reviewed by COSMA during AY 2022-2023:

- A representative sample was used in accordance with IER requirements and SACSCOC expectations.
- No indirect measure was included.

Suggested Action Plan: SME will update portfolio assignment instructions to include a detailed description of the need for the sport ministry and the ways the sport ministry will meet the need(s)

Date of Implementation: Spring 2024 B term (CAD Deadline: Nov 13, 2023)

Term/Year for Reassessment: Spring 2024 D term

Measure 1 - Reassessment SMGT 312 Portfolio Assignment (Online, Direct)	70% of the sample will score at the level of competence.	20 students observed	SC 1: 16	SC 1: 80%	Does not meet expectations
			SC 2: 13	SC 2: 65%	

Measure 1: SMGT 312 Portfolio Assignment (Online, Direct) – Reassessment (2023-2024)

Sub-Category (SC) Title:

- SC 1: Ministry and activity connection
- SC 2: Activity outcome

Notes: For reassessments, only the subcategories not meeting the target were assessed this cycle.

<p>Action Plan: When reviewing the feedback provided by faculty reviewers, one consistent theme was the absence of a clear schedule of activities. The grading rubric for the assignment will be updated to include a section specifically focused on this aspect of the assignment. The SME has been contacted to make the adjustment in Module 7 to the Portfolio Assignment.</p> <p>Implementation Term: Fall D 2024</p> <p>Reassessment Term: Spring 2025</p>					
<p>Measure 1 – Second Reassessment</p> <p>SMGT 312 Portfolio Assignment</p> <p>(Online, Direct)</p>	<p>70% of the sample will score at the level of competence.</p>	<p>25 students observed</p>	<p>SC 1: 21</p>	<p>SC 1: 84%</p>	<p>Exceeds Expectations</p>
<p>Measure 1: SMGT 312 Portfolio Assignment (Online, Direct) – Second Reassessment (2024-2025)</p> <p>Sub-Category (SC) Title:</p> <ul style="list-style-type: none"> SC 1: Activity outcome <p>Notes: For reassessments, only the subcategory not meeting the target was assessed this cycle.</p> <p>Evidence of Improvement: In 2022-2023, an assessment was performed and students partially met the target. Students did well with the Intentional Focus subcategory (~84% met the target), but showed a need for improvement in the Activity Outcome (~30% met the target) and Ministry and Activity Connection (~69% met the target) subcategories. To address this, an action plan was implemented in Spring 2024, in which the SME updated the portfolio assignment instructions to include a detailed description of the need for the sport ministry and the ways the sport ministry will meet the need(s).</p> <p>A reassessment was conducted in 2023-204 (Spring 2024). The students showed an improvement in both subcategories, with 80% meeting the target for the Ministry and Activity Connection subcategories, but the students did not meet the target for the Activity Outcome subcategory (65% met the target). A second action plan was developed to pursue continuous curricular improvement: When reviewing the feedback provided by faculty reviewers, one consistent theme was the absence of a clear schedule of activities. The grading rubric for the assignment will be updated to include a section specifically focused on this aspect of the assignment. The SME has been contacted to make the adjustment in Module 7 to the Portfolio Assignment.</p> <p>A second reassessment was conducted in 2024-2025 (Spring 2025 data). The data showed that 84% of the students in the sample were proficient or better in the Activity Outcome subcategory, evidencing that curricular improvements made over the last several years were successful in supporting students achieve outcomes.</p>					
<p>PLO 2 (2024-2025) Recommend research-based managerial practices for sport organizations</p>					
<p>Measure 1</p>	<p>80% of students will</p>	<p>73 students observed</p>	<p>SC 1: 34</p>	<p>SC 1: 47%</p>	<p>Does not meet expectations</p>

SMGT 302 Sport/Athletic Facility Research & Design Assignment (Residential, Direct)	be able to achieve 3 out of 4 for each sub-category (SC) of the rubric		SC 2: 29	SC 2: 40%	
			SC 3: 29	SC 3: 40%	
Measure 2 SETM 499 Internship Final Evaluation (Residential, Indirect)	75% of students will score at least 3.75 out of 5 on each sub-category (SC) of the Likert Scale	SC 1: 42 students observed	SC 1: 35	SC 1: 88%	Exceeds Expectations
		SC 2: 42 students observed	SC 2: 35	SC 2: 88%	
<p>Measure 1: SMGT 302 Sport/Athletic Facility Research & Design Assignment</p> <p>Sub-Category (SC) Title:</p> <ul style="list-style-type: none"> • SC 1: Selection of Sources • SC 2: Use of Research • SC 3: Application of Research <p>Suggested Action Plan: Update Assignment Instructions for the Research option within the ADA and Risk Management Sections. Update Assignment Rubric to emphasize the research component.</p> <p>Term Action Plan will be Implemented: Fall 2025 Term/Year for Reassessment: Fall 2025</p> <p>Notes: Original assessment plan was to use SETM 415, but the assignment was facilitated as a group assignment, so we transitioned to a different assignment in SMGT 302 to ensure assessment of individual students.</p> <p>Measure 2: SETM 499 Internship Final Evaluation (Residential, Indirect)</p> <p>Suggested Action Plan: None</p> <p>Sub-Category (SC) Title:</p> <ul style="list-style-type: none"> • SC 1: Demonstrates effective leadership techniques • SC 2: Ability to conduct research and evaluate information using appropriate methods <p>Notes: None</p>					
Measure 1 SETM 415 Research Proposal Assignment (Online, Direct)	80% of students will be able to achieve 3 out of 4 for each sub-category (SC) of the rubric	31 students observed	SC 1: 21	SC 1: 67.74%	Does not meet expectations
			SC 2: 15	SC 2: 48.39%	
			SC 3: 18	SC 3: 58.06%	
Measure 2	75% of students will score at least	SC 1: 43 students observed	SC 1: 40	SC 1: 93%	Exceeds Expectations

SETM 499 Internship Final Evaluation (Online, Indirect)	3.75 out of 5 on each sub-category (SC) of the Likert Scale	SC 2: 43 students observed	SC 2: 43	SC 2: 100%	
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Measure 1: SETM 415 Research Proposal Assignment

Sub-Category (SC) Title:

- SC 1: Selection of Sources
- SC 2: Use of Research
- SC 3: Application of Research

Notes: None

Suggested Action Plan: The SME/Instructor will add a video to Module 4 better explaining the project.

Term Action Plan will be Implemented: Fall 2025
Term/Year for Reassessment: Fall 2025

Measure 2: SETM 499 Internship Final Evaluation (Online, Indirect)

Suggested Action Plan: None

Sub-Category (SC) Title:

- SC 1: Demonstrates effective leadership techniques
- SC 2: Ability to conduct research and evaluate information using appropriate methods

Notes: None

**PLO 3 (2023-2024)
Evaluate processes and policies for achieving the desired outcomes of sport organizations**

Measure 1 SMGT 404 UW-W (Residential, Direct)	75% of students will be able to achieve 3 out of 4 for each subcategory (SC) of the rubric	67 students observed	SC 1: 63	SC 1: 94%	Exceeds expectations
			SC 2: 60	SC 2: 90%	
			SC 3: 53	SC 3: 79%	
Measure 2 SETM 499 Internship Evaluation (Residential, Indirect)	75% of students will score at least 3.75 out of 5 on each sub-category (SC) of the Likert scale	42 students observed	SC 1: 40	SC 1: 95%	Exceeds expectations
			SC 2: 41	SC 2: 98%	
			SC 3: 41	SC 3: 98%	
			SC 4: 41	SC 4: 98%	

Measure 1: SMGT 404 UW-W (Residential, Direct)

Sub-Category (SC) Title:

- SC 1: Rationale for model selected
- SC 2: Application of model
- SC 3: Analysis of organizational effectiveness

Suggested Action Plan: None

Notes: None

Measure 2: SETM 499 Internship Evaluation (Residential, Indirect)

Suggested Action Plan: None

Sub-Category (SC) Title:

- SC 1: Produces adequate quality of work on assigned projects
- SC 2: Demonstrates good judgment on work related decisions
- SC 3: Demonstrates skills specific to the internship
- SC 4: Performs quality work

Note: Sport management students continue to perform well in their internships.

Measure 1 SMGT 410 Marketing Action Plan (Online, Direct)	70% will achieve at least a level of competent or higher on each subcategory of the rubric.	10 students observed	SC 1: 8	SC 1: 80%	Exceeds expectations
			SC 2: 8	SC 2: 80%	
			SC 3: 8	SC 3: 80%	

Measure 1: SMGT 410 Marketing Action Plan (Online, Direct)

Sub-Category (SC) Title:

- SC 1: Marketing Strategy
- SC 2: Target Markets
- SC 3: Objectives and Issues

Notes: The B.S. Sport Management (online) had not been reviewed by COSMA during AY 2023-2024:

- A representative sample was used in accordance with IER requirements and SACSCOC expectations.
- No indirect measure was included.

Suggested Action Plan: None

Notes: 1) You may have more or fewer SLOs than shown above. 2) You may measure an SLO only once, but only with a direct measure. Measuring an SLO more than once is a better practice. 3) If you use a cycle different from measuring all SLOs once a year, include ALL SLOs in your OAP and indicate when the most recent data was collected. 4) Replicate the matrix for any degree program with different SLOs or different measurement tools at all degree levels and identify accordingly.

Student Learning Outcomes Matrix Narrative:

Your outcomes assessment plan must include, at minimum, two direct and two indirect measures across ALL student learning outcomes (not for each SLO). All SLOs must be measured at least once by a direct measure. Some measurement tools will be used to measure more than one student learning outcome. Below, narrate how you “**close the loop**” by describing any **changes and improvements you made and plan to make as a result of your assessment activity**:

1. Address ALL SLOs – those that meet or exceed expectations and those that do not.
2. Explain why you have measures with insufficient data.
3. Describe how this outcomes assessment data drives curricular and other decisions.
4. Describe how have you improved/changed this year based on this data (close the loop).

1. Address ALL SLOs – those that meet or exceed expectations and those that do not.

Response

Assessment data was provided for ALL PLOs in the Student Learning Outcomes Matrix above.

^COSMA uses Student Learning Outcome: SLO, Liberty uses Program Learning Outcome: PLO

2. Explain why you have measures with insufficient data.

Response

The B.S. Sport Management – Online is being reviewed initially during this reaffirmation. As such, PLO assessment was completed on a three-year cycle in accordance with Institutional Effectiveness & Research (IER) requirements and SACSCOC expectations. One PLO was assessed each year on a three-year cycle using artifacts from an approved number of students in the appropriate degree program enrolled in the course that contained the assessment. No indirect assessments were completed.

Assessments were completed in the courses listed below using a reduced number of artifacts:

SMGT 312 (Online) AY 2022-2023: 13 students observed

SMGT 410 (Online) AY 2023-2024: 10 students observed

Assessment data included in the Student Learning Outcomes Matrix above for 2024-2025 for the B.S. Sport Management – Online includes data for direct assessment and indirect assessment for all students in the appropriate degree program enrolled in the courses that contained the assessment.

3. Describe how this outcomes assessment data drives curricular and other decisions.

Response

There are multiple assessments that met the target(s). When an assessment meets the target, there is no additional, required actions. However, it is common for faculty to continually review

course content and make revisions in response to changes in the discipline, industry standards, or student learning needs.

For assessment plans that do not meet the target, action plans are developed and reassessment is completed. Action plans often include revisions to assignment instructions, grading rubrics, and/or other course content. Curricular changes continue until the assessment target is met. Each change remains in the course and becomes the new baseline for instruction.

The following curricular changes were made in response to the assessment data presented in the Student Learning Outcomes Matrix above and have remained in the course(s):

SMGT 312 (Online), Initial Assessment AY 2022-2023 – Did Not Meet

Action Plan 1: SME will update portfolio assignment instructions to include a detailed description of the need for the sport ministry and the ways the sport ministry will meet the need(s).

The target was not met following during the reassessment following Action Plan 1. The changes made for Action Plan 1 remained in place.

Action Plan 2: The grading rubric for the assignment will be updated to include a section specifically focused on this aspect of the assignment.

The target was met following during the reassessment following Action Plan 2 evidencing that curricular improvements made over the last several years were successful in supporting students in achieving outcomes. The changes made for Action Plan 2 remain in place.

SMGT 302 (Residential), Initial Assessment AY 2024-2025 – Did Not Meet

Note: Original assessment plan was to use SETM 415, but the assignment was facilitated as a group assignment, so we transitioned to a different assignment in SMGT 302 to ensure assessment of individual students.

Action Plan: Update Assignment Instructions for the Research option within the ADA and Risk Management Sections. Update Assignment Rubric to emphasize the research component.

Reassessment will take place Fall 2025.

It is anticipated that this curricular enhancement will support students in achieving the intended assessment target(s).

SETM 415 (Online), Initial Assessment AY 2024-2025 – Did Not Meet

Action Plan: The SME/Instructor will add a video to Module 4 better explaining the project.

Reassessment will take place in Fall 2025.

It is anticipated that this curricular enhancement will support students in achieving the intended assessment target(s).

4. Describe how you have improved/changed this year based on this data (close the loop).

Response

Course content, assignment instructions, and grading rubrics have been updated to support students in meeting assessment targets and closing the loop between assessment and instructional practice. These changes remain in place to strengthen student learning.

Student Learning Outcomes Matrix - Academic Year 2024 – 2025

Identify Each Student Learning Outcome and Measurement Tool(s)	Identify Benchmark	Total Number of Students Observed	Total Number of Students Meeting Expectation	Assessment Results: Percentage of Students Meeting Expectation	Assessment Results: Does not meet expectation Meets expectation Exceeds expectation Insufficient data
M.S. Sport Management					
PLO 1 (2022-2023) Integrate the Christian worldview into decision-making within sport management					
Measure 1 SMGT 504 Article Critique (Residential, Direct)	70% of students will be able to achieve 3 out of 4 for each sub-category (SC) of the rubric	11 students observed	SC 1: 7	SC 1: 63.63%	Partially meets
			SC 2: 8	SC 2: 72.73%	
			SC 3: 9	SC 3: 81.82%	
Measure 2 SMGT 699 Internship Evaluation (Residential, Indirect)	80% of students will score at least 3.75 out of 5 on each sub-category (SC) of the Likert scale	19 students observed	SC 1: 19	SC 1: 100%	Exceeds expectations
			SC 2: 18	SC 2: 95%	
			SC 3: 18	SC 3: 95%	
			SC 4: 19	SC 4: 100%	
			SC 5: 19	SC 5: 100%	
Measure 1: SMGT 504 Article Critique (Residential, Direct) Sub-Category (SC) Title: <ul style="list-style-type: none"> SC 1: Biblical Concepts SC 2: Christian Worldview SC 3: Article Connection to Sport Ministry Suggested Action Plan: Action Plan description: Update assignment instructions to include additional details regarding expectations for biblical concepts <ul style="list-style-type: none"> Implementation term/year: Spring 2024, Residential B-term Term/year for reassessment: Spring 2024, Residential B-term Notes: None					
Measure 2: SMGT 699 Internship Evaluation (Residential, Indirect) Suggested Action Plan: No suggested changes at this time.					

Assessment Rubric Sub-Category (SC) Titles:

- SC 1: Demonstrates good judgment on work related decisions
- SC 2: Displays patience and self-control during work
- SC 3: Demonstrates a consideration for others' viewpoints
- SC 4: Demonstrates courtesy in working with the public
- SC 5: Shows respect for others in relationships with public and co-workers

Note: Sport management students continue to perform well in their internships.

<p>Measure 1 - Reassessment</p> <p>SMGT 504 Article Critique</p> <p>(Residential, Direct)</p>	<p>70% of students will be able to achieve 3 out of 4 for each sub-category (SC) of the rubric</p>	<p>12 students observed</p>	<p>SC 1: 12</p>	<p>SC 1: 100%</p>	<p>Exceeds Expectations</p>
<p>Measure 1: SMGT 504 Article Critique (Residential, Direct) Reassessment (2023-2024)</p> <p>Sub-Category (SC) Title:</p> <ul style="list-style-type: none"> • SC 1: Biblical Concepts <p>Evidence of Improvement: The original assessment was conducted in 2022-2023 and the students did well on most of the subcategory skills, but had room for improvement in the integration of Biblical Concepts subcategory. In 2023-2024 the assignment instructions were modified to provide students with a list of articles from which to choose and this modification supported biblical integration. The assignment instructions were also revised to include clarity regarding the expectation of how many verses to incorporate. The reassessment was conducted in Spring 2024 and the students fully met the target for the Biblical Concepts subcategory, evidencing that the curricular improvement was successful. We intend to keep the modified assignment instructions as a part of the curriculum.</p> <p>Notes: For reassessments, only the subcategory not meeting the target was assessed this cycle.</p>					
<p>Measure 1</p> <p>SMGT 504 Article Critique</p> <p>(Online, Direct)</p>	<p>70% of students will be able to achieve 3 out of 4 for each sub-category (SC) of the rubric</p>	<p>62 students observed</p>	<p>SC 1: 46</p> <p>SC 2: 46</p> <p>SC 3: 38</p>	<p>SC 1: 74.19%</p> <p>SC 2: 74.19%</p> <p>SC 3: 61.29%</p>	<p>Does not meet expectations</p>
<p>Measure 2</p> <p>SMGT 699 Internship Evaluation</p>	<p>80% of students will score at least 3.75 out of 5 on each sub-category</p>	<p>SC 1: 68 students observed</p> <p>SC 2: 68 students observed</p>	<p>SC 1: 67</p> <p>SC 2: 67</p>	<p>SC 1: 99%</p> <p>SC 2: 99%</p>	<p>Exceeds expectations</p>

(Online, Indirect)	(SC) of the Likert scale	SC 3: 68 students observed	SC 3: 65	SC 3: 96%	
		SC 4: 67 students observed	SC 4: 67	SC 4: 100%	
		(one supervisor listed N/A as the response for this sub-category)			
		SC 5: 68 students observed	SC 2: 68	SC 5: 100%	

Measure 1: SMGT 504 Article Critique (Online, Direct)

Sub-Category (SC) Titles:

- SC 1: Biblical Concepts
- SC 2: Christian Worldview
- SC 3: Article Connection to Sport Ministry

Suggested Action Plan:

Action Plan description: SME will develop a list of approved articles for students to use that will be included in the assignment instructions

- Implementation term/year: Fall 2023
- Term/year for reassessment: Spring 2024

Notes: None

Measure 2: SMGT 699 Internship Evaluation (Online, Indirect)

Suggested Action Plan: None

Assessment Rubric Sub-Category (SC) Titles:

- SC 1: Demonstrates good judgment on work related decisions
- SC 2: Displays patience and self-control during work
- SC 3: Demonstrates a consideration for others' viewpoints
- SC 4: Demonstrates courtesy in working with the public
- SC 5: Shows respect for others in relationships with public and co-workers

Note: Sport management students continue to perform well in their internships.

Measure 1 - Reassessment SMGT 504 Article Critique (Online, Direct)	70% of students will be able to achieve 3 out of 4 for each sub-category (SC) of the rubric	14 students observed	SC 1: 10	SC 1: 71.43%	Exceeds Expectations
Measure 1: SMGT 504 Article Critique (Online, Direct) Reassessment (2023-2024)					
Sub-Category (SC) Titles:					
<ul style="list-style-type: none"> SC 1: Article Connection to Sport Ministry 					
Evidence of Improvement: The original assessment was conducted in 2022-2023 and the students did well on most of the subcategory skills, but had room for improvement in the integration of the Article Connection to Sport Ministry subcategory. In 2023-2024 the assignment instructions were modified to provide students with a list of articles from which to choose and this modification supported the connection of the article content to the sport ministry. The reassessment was conducted in Spring 2024 and the students fully met the target for the Article Connection to Sport Ministry subcategory, evidencing that the curricular improvement was successful. We intend to keep the modified assignment instructions as a part of the curriculum.					
Notes: For reassessments, only the subcategory not meeting the target was assessed this cycle.					
PLO 2 (2024-2025) Evaluate and present scholarship relevant to sport management based on the knowledge of literature, research, and industry best practices					
Measure 1 SMGT 505 Sport Law Project Annotated Bibliography Assignment (Residential, Direct)	80% of students will be able to achieve 3 out of 4 for each sub-category (SC) of the rubric	11 students observed	SC 1: 10	SC 1: 90.91%	Exceeds Expectations
			SC 2: 11	SC 2: 100%	
			SC 3: 11	SC 3: 100%	
Measure 2 SMGT 699 Internship Final Evaluation (Residential, Indirect)	80% of students will score at least 3.75 out of 5 on each sub-category (SC) of the Likert scale	SC 1: 14 students observed SC 2: 14 students observed	SC 1: 13	SC 1: 93%	Exceeds Expectations
			SC 2: 13	SC 2: 93%	
Measure 1: SMGT 505 Sport Law Project Annotated Bibliography Assignment (Residential, Direct)					
Suggested Action Plan: None					
Sub-Category (SC) Title:					
<ul style="list-style-type: none"> SC 1: Annotated bibliography includes 10 academic sources SC 2: Academic sources are connected to the Sport Law Project topic 					

- SC 3: Summary paragraphs support integration into the Sport Law Project

Notes: None

Measure 2: SMGT 699 Internship Final Evaluation (Residential, Indirect)

Suggested Action Plan: None

Sub-Category (SC) Title:

- SC 1: Demonstrates effective leadership techniques
- SC 2: Ability to conduct research and evaluate information using appropriate methods

Notes: None

Measure 1 SMGT 505 Sport Law Project Annotated Bibliography Assignment (Online, Direct)	80% of students will be able to achieve 3 out of 4 for each sub-category (SC) of the rubric	76 students observed	SC 1: 76	SC 1: 100%	Exceeds Expectations
			SC 2: 74	SC 2: 97.37%	
			SC 3: 74	SC 3: 97.37%	
Measure 2 SMGT 699 Internship Final Evaluation (Online, Indirect)	80% of students will score at least 3.75 out of 5 on each sub-category (SC) of the Likert scale	SC 1: 69 students observed	SC 1: 66	SC 1: 96%	Exceeds expectations
		SC 2: 69 students observed	SC 2: 68	SC 2: 99%	

Measure 1: SMGT 505 Sport Law Project Annotated Bibliography Assignment (Online, Direct)

Sub-Category (SC) Title:

- SC 1: Annotated bibliography includes 10 academic sources
- SC 2: Academic sources are connected to the Sport Law Project topic
- SC 3: Summary paragraphs support integration into the Sport Law Project

Suggested Action Plan: None

Notes: None

Measure 2: SMGT 699 Internship Final Evaluation (Online, Indirect)

Sub-Category (SC) Title:

- SC 1: Demonstrates effective leadership techniques
- SC 2: Ability to conduct research and evaluate information using appropriate methods

Suggested Action Plan: None

Notes: None

PLO 3 (2023-2024)

Develop appropriate strategies, policies, and solutions that address the desired outcomes of sport organizations

Measure 1 SMGT 506 Written Assignment Sport Organization Revenue and Expenses (Residential, Direct)	80% of students will be able to achieve 3 out of 4 for each subcategory (SC) of the rubric	1 student observed	SC 1: 1	SC 1: 100%	Exceeds expectations
			SC 2: 1	SC 2: 100%	
			SC 3: 1	SC 3: 100%	
Measure 2 SMGT 699 (residential) Internship Evaluation (Residential, Indirect)	80% of students will score at least 3.75 out of 5 on each sub- category (SC) of the Likert scale	SC 1: 17 students observed	SC 1: 17	SC 1: 100%	Exceeds expectations
		SC 2: 16 students observed (one supervisor listed N/A as the response for this sub- category)	SC 2: 16	SC 2: 100%	
		SC 3: 17 students observed	SC 3: 17	SC 3: 100%	
		SC 4: 17 students observed	SC 4: 17	SC 4: 100%	

Measure 1: Written Assignment Sport Organization Revenue & Expenses (Residential, Direct)

Assessment Rubric Sub-Category (SC) Titles:

- SC 1: Identify sources of financial information
- SC 2: Revenues are presented
- SC 3: Expenses are identified and discussed

Suggested Action Plan: No suggested changes at this time.

Notes: This course was unable to be offered residentially during this academic year due to low enrollment. The 1 student assessed completed this course as an independent study.

Measure 2: SMGT 699 Internship Evaluation (Residential, Indirect)

Assessment Rubric Sub-Category (SC) Titles:

- SC 1: Produces adequate quality of work on assigned projects
- SC 2: Demonstrates good judgment on work related decisions
- SC 3: Demonstrates skills specific to the internship
- SC 4: Performs quality work

Note: Sport management students continue to perform well in their internships.

Measure 1 SMGT 506 Written Assignment Sport Organization Revenue and Expenses (Online, Direct)	80% of the sample will score at the level of competence.	73 students observed	SC 1: 57	SC 1: 78.08%	Does not meet expectations
			SC 2: 54	SC 2: 73.97%	
			SC 3: 52	SC 3: 71.23%	
Measure 2 SMGT 699 Internship Evaluation (Online, Indirect)	80% of students will score at least 3.75 out of 5 on each sub-category (SC) of the Likert scale	62 students observed	SC 1: 62	SC 1: 100%	Exceeds Expectations
			SC 2: 62	SC 2: 100%	
			SC 3: 62	SC 3: 100%	
			SC 4: 62	SC 4: 100%	

Measure 1: Written Assignment Sport Organization Revenue & Expenses (Online, Direct)

Assessment Rubric Sub-Category (SC) Titles:

- SC 1: Identify sources of financial information
- SC 2: Revenues are presented
- SC 3: Expenses are identified and discussed

Action Plan: In review of the full results, students in the Fall sections of the course performed well and met the target for each subcategory of the rubric, while students in the Spring sections did not meet the target, pulling the overall aggregated results down. The curriculum and the instructors for each semester were the same. The faculty evaluators indicated that the student submissions from the Spring term lacked sufficient detail. The inter-rater reliability was good for each term and the evaluators were the same. We will have the instructors reinforce the need for student submissions to be detailed and include specific examples, as this is what faculty evaluators said was missing from the Spring submissions.

We will reassess using the same rubric as the original assessment

Implementation Term: Fall 2024

Reassessment Term: Fall 2024

Notes: None

Measure 2: SMGT 699 Internship Evaluation (Online, Indirect)

Assessment Rubric Sub-Category (SC) Titles:

- SC 1: Produces adequate quality of work on assigned projects
- SC 2: Demonstrates good judgment on work related decisions
- SC 3: Demonstrates skills specific to the internship
- SC 4: Performs quality work

Note: Sport management students continue to perform well in their internships.

Measure 1 - Reassessment SMGT 506 Written Assignment Sport Organization Revenue and Expenses (Online, Direct)	80% of the sample will score at the level of competence.	28 students observed	SC 1: 22	SC 1: 78.57%	Does not meet expectations
			SC 2: 20	SC 2: 71.43%	
			SC 3: 18	SC 3: 64.29%	

Measure 1: Written Assignment Sport Organization Revenue & Expenses Reassessment (Online, Direct) 2024-2025

Assessment Rubric Sub-Category (SC) Titles:

- SC 1: Identify sources of financial information
- SC 2: Revenues are presented
- SC 3: Expenses are identified and discussed

Action Plan: Assignment instructions will be modified to move content expectations from the “overview” section to “instructions” section of the assignment instructions.

Term Action Plan will be Implemented: Fall D 2025

Term/Year for Reassessment: Fall D 2025

Notes: None

Evidence of Improvement: In 2023-2024, an assessment was performed and results showed that an insufficient percentage of students achieve proficiency in the following areas: Identify sources of financial information (71.23%), Revenues are presented (78.08%), Expanses are identified and discussed (73.97%).

In review of the full results, students in the Fall sections of the course performed well and met the target for each subcategory of the rubric, while students in the Spring sections did not meet the target, pulling the overall aggregated results down. The curriculum and the instructors for each semester were the same. The faculty evaluators indicated that the student submissions from the Spring term lacked sufficient detail. The inter-rater reliability was good for each term and the evaluators were the same. Rather than make a curriculum change, we decided to reassess in 2024-2025 using the original rubric.

In Fall 2024, a reassessment was performed with 28 students. While there was an incremental increase in Revenues are presented (78.57%), scores were lower on the reassessment in the other two subcategories of the rubric.

Notes: 1) You may have more or fewer SLOs than shown above. 2) You may measure an SLO only once, but only with a direct measure. Measuring an SLO more than once is a better practice. 3) If you use a cycle different from measuring all SLOs once a year, include ALL SLOs in your OAP and indicate when the most recent data was collected. 4) Replicate the matrix for any degree program with different SLOs or different measurement tools at all degree levels and identify accordingly.

Student Learning Outcomes Matrix Narrative:

Your outcomes assessment plan must include, at minimum, two direct and two indirect measures across ALL student learning outcomes (not for each SLO). All SLOs must be measured at least once by a direct measure. Some measurement tools will be used to measure more than one student learning outcome. Below, narrate how you “**close the loop**” by describing any **changes and improvements you made and plan to make as a result of your assessment activity**:

1. Address ALL SLOs – those that meet or exceed expectations and those that do not.
2. Explain why you have measures with insufficient data.
3. Describe how this outcomes assessment data drives curricular and other decisions.
4. Describe how have you improved/changed this year based on this data (close the loop).

1. Address ALL SLOs – those that meet or exceed expectations and those that do not.

Response

Assessment data was provided for ALL PLOs in the Student Learning Outcomes Matrix above.

^COSMA uses Student Learning Outcome: SLO, Liberty uses Program Learning Outcome: PLO

2. Explain why you have measures with insufficient data.

Response

SMGT 506 was unable to be offered residentially during AY 2023-2024 due to low enrollment. The one (1) student assessed completed this course as an independent study.

3. Describe how this outcomes assessment data drives curricular and other decisions.

Response

There are multiple assessments that met the target(s). When an assessment meets the target, there is no additional, required actions. However, it is common for faculty to continually review course content and make revisions in response to changes in the discipline, industry standards, or student learning needs.

For assessment plans that do not meet the target, action plans are developed and reassessment is completed. Action plans often include revisions to assignment instructions, grading rubrics, and/or other course content. Curricular changes continue until the assessment target is met. Each change remains in the course and becomes the new baseline for instruction.

The following curricular changes were made in response to the assessment data presented in the Student Learning Outcomes Matrix above and have remained in the course(s):

SMGT 504 (Residential), Initial Assessment AY 2022-2023 – Partially Met

Action Plan: Update assignment instructions to include additional details regarding expectations for biblical concepts

The assignment instructions were modified to provide students with a list of articles from which to choose and this modification supported biblical integration. The assignment instructions were also revised to include clarity regarding the expectation of how many verses to incorporate. The reassessment was conducted in Spring 2024 and the students fully met the target for the Biblical Concepts subcategory, evidencing that the curricular improvement was successful. The changes made for the action plan remain in place.

SMGT 504 (Online), Initial Assessment AY 2022-2023 – Did Not Meet

Action Plan: SME (subject matter expert) will develop a list of approved articles for students to use that will be included in the assignment instructions

The assignment instructions were modified to provide students with a list of articles from which to choose and this modification supported the connection of the article content to the sport ministry. The reassessment was conducted in Spring 2024 and the students fully met the target for the Article Connection to Sport Ministry subcategory, evidencing that the curricular improvement was successful. The changes made for the action plan remain in place.

SMGT 506 (Online), Initial Assessment AY 2023-2024 – Did Not Meet

Action Plan 1: instructors reinforce the need for student submissions to be detailed and include specific examples, as this is what faculty evaluators said was missing from the Spring submissions.

The target was not met following during the reassessment in Fall 2024 following Action Plan 1. The changes made for Action Plan 1 remained in place.

Action Plan 2: Assignment instructions will be modified to move content expectations from the “overview” section to “instructions” section of the assignment instructions.

Reassessment for Action Plan 2 will take place in Fall 2025.

It is anticipated that this curricular enhancement will support students in achieving the intended assessment target(s).

4. Describe how you have improved/changed this year based on this data (close the loop).

Response

Assignment instructions have been revised to better support students in achieving assessment targets and to ensure alignment between assessment and instructional practice. These revisions have been retained to enhance and sustain student learning outcomes.

