



Public Disclosure of Student Learning

Institution	HOLY ANGEL UNIVERSITY
Academic Business Unit	SCHOOL OF BUSINESS AND ACCOUNTANCY
Academic Year	2017 - 18

Report of Student Learning and Achievement
Holy Angel University
Graduate School of Business

For Academic Year: 2017 - 2018

Mission of the Graduate School of Business

The Holy Angel University Graduate School of Business (GSB) is committed to the continuous pursuit of excellence that will earn the institution the recognition as a premiere graduate business and management education center in the Asia-Pacific region. Through its advanced education and innovative programs, GSB is dedicated to help working professional and entrepreneurs to become competent and socially responsible leaders in the global workplace.

Objectives

To realize the vision of the Graduate School of Business-MBM Program, the following objectives must be achieved:

- Attract and develop a pool of accomplished and principled faculty members who are experts in their corresponding fields and proficient in interdisciplinary and multi-disciplinary approaches in teaching;
- Offer programs that emphasize critical management attributes and are more relevant and responsive to the shifting needs of the real world;
- Promote practitioner-research orientation that will allow faculty members and students to participate in the furtherance of knowledge and elevate the management programs to higher level of excellence;
- Forge and maintain strategic functional linkages and/or partnerships with academic societies, relevant organizations, foundations, agencies as well as other graduate schools to allow for cooperative efforts and to expedite technology transfer;
- Create an environment conducive to learning with state-of-the-art facilities, progressive instruction technologies, ample up-to-date reference materials, and world class services by a complement of highly skilled and trained staff; and
- Nurture a culture that promotes excellence, creativity, innovation, and the highest ethical standards in the Christian context.

Student Learning Assessment for the Graduate School of Business

Program Intended Student Learning Outcomes (Program ISLOs)

1. Students will be able to apply critical thinking to theories and principles in the solution of business problems.
2. Students will be able to exhibit interdisciplinary and multi-disciplinary perspectives in approaching management problems, issues and concerns.

- 3. Students will be able to exhibit sensitivity to the changing needs/dynamics of the real world of work.
- 4. Students will be able to exhibit both practitioner and research orientation in their approach to management.
- 5. Students will exhibit the highest ethical standards of Business Management in the Christian context.
- 6. Students will be able to apply the basic or fundamental theories and principles in the solution of business problems.

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. Rubrics on Oral Reporting Methods of Research (GSMETHRES) 1st trimester 22/26 (84.62%) Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5, 6	All MBM students who took Methods of Research (GSMETHRES) completed the course with at least 2.0 or better. In this course, they critiqued and presented a scholarly review of related literature and was able to answer queries from the Professor and their classmates afterwards.
2. Rubric on Case Studies 1st trimester GSSTRATMA – 16/16 (100%) 1st trimester GSMARKMA – 7/7 (100%) 1st trimester GSECOMAN- 12/12 (100%) 1st trimester GSLOPMA – 11/11 (100%) 2nd trimester GSHUMRES – 15/18 (83.33%) 2nd trimester GSLOPMA – 8/9 (88.89%) 2nd trimester GSMANSCI – 5/5 (100%) 2nd trimester GSMANAC – 19/20 (95%) 2nd trimester GSMARKMA – 30/30 (100%) 2nd trimester GSSTRATMA – 5/5 (100%) 3rd trimester GSLOPMA – 20/20 (100%) 3rd trimester GSSTRATMA – 7/7 (100%) 3rd trimester GSMANSCI – 17/18 (94.44%) Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	Most of the GS courses require case studies or article reviews. For SY 2017-2018, all MBM students, working in groups, will have an average-to-excellent case analysis presentation or article review presentation with no grade lower than 2.0.
3. Formulation of Written Examinations	All MBM students will take the midterm and final examinations appropriate for each course (Midterm and final exams may be in the form of summative examinations and or individual papers of industry application)
4. Implementation of the Written Comprehensive Examinations	Upon completion of the academic requirements, MBM students will take written comprehensive examinations.

<p>3rd trimester – 7/7 (100%)</p> <p>Program ISLOs Assessed by this Measure: 1, 2, 3, 5</p>																			
<p>5. Rubric on Business Research for written and oral presentation. 3rd trimester – 1/1 (100%)</p> <p>Core ISLOs Assessed by this Measure: 1, 2, 3, 4, 5</p>	<p>MBM students in the non-thesis track will undertake a business research project (Business Research).</p>																		
<p>6. Rubric on Thesis for written and oral presentation 3rd Trimester – 6/6 (100%)</p> <p>Core ISLOs Assessed by this Measure: 1, 2, 3, 4, 5</p>	<p>MBM Students in the thesis track will undertake thesis proposal and full paper within the school year</p>																		
<p>7. Teaching performance of guest lecturers 1st Trimester – Faculty rating : 3.73 2nd Trimester – Faculty rating: 3.04 3rd Trimester – Faculty rating: 3.80</p>	<p>Rating of GS Professors should be 3.00 or better.</p>																		
<p>8. Management alumni tracer study A tracer study was conducted last April, 2017. Results reveal that the subject offerings of the Graduate School in Business were rated as Extremely useful (EU) by the GSB graduates:</p> <table data-bbox="260 977 999 1256"> <tr> <td>Logistics and Operations Management</td> <td>4.68 (Extremely Useful)</td> </tr> <tr> <td>Financial Management</td> <td>4.68 (Extremely Useful)</td> </tr> <tr> <td>Marketing Management</td> <td>4.68 (Extremely Useful)</td> </tr> <tr> <td>Human Resource Management</td> <td>4.68 (Extremely Useful)</td> </tr> <tr> <td>Economics</td> <td>3.82 (Very Useful)</td> </tr> <tr> <td>Strategic Management</td> <td>4.68 (Extremely Useful)</td> </tr> <tr> <td>Management Science</td> <td>3.00 (Useful)</td> </tr> <tr> <td>CSR and Good Governance</td> <td>5.00 (Extremely Useful)</td> </tr> </table> <p>Also, the acquired skills of the graduates relative to their work as highly relevant (HR):</p> <table data-bbox="260 1403 999 1435"> <tr> <td>Communication</td> <td>5.00 (Highly Relevant)</td> </tr> </table>	Logistics and Operations Management	4.68 (Extremely Useful)	Financial Management	4.68 (Extremely Useful)	Marketing Management	4.68 (Extremely Useful)	Human Resource Management	4.68 (Extremely Useful)	Economics	3.82 (Very Useful)	Strategic Management	4.68 (Extremely Useful)	Management Science	3.00 (Useful)	CSR and Good Governance	5.00 (Extremely Useful)	Communication	5.00 (Highly Relevant)	<p>All GSB graduates will rate the subject offerings at least Very Useful in the conduct of their jobs and the skills they acquired from the graduate school as Highly Relevant.</p>
Logistics and Operations Management	4.68 (Extremely Useful)																		
Financial Management	4.68 (Extremely Useful)																		
Marketing Management	4.68 (Extremely Useful)																		
Human Resource Management	4.68 (Extremely Useful)																		
Economics	3.82 (Very Useful)																		
Strategic Management	4.68 (Extremely Useful)																		
Management Science	3.00 (Useful)																		
CSR and Good Governance	5.00 (Extremely Useful)																		
Communication	5.00 (Highly Relevant)																		

Human relations	5.00 (Highly Relevant)	
Entrepreneurial	4.68 (Highly Relevant)	
Problem-solving	5.00 (Highly Relevant)	
Critical thinking	5.00 (Highly Relevant)	
Information technology	3.00 (Slightly Relevant)	
General awareness	3.05 (Slightly Relevant)	
Core ISLOs Assessed by this Measure: 1, 2, 3, 4, 5		

Assessment Results: Graduate School of Business

Summary of Results from Implementing Direct Measures of Student Learning:

1. All MBM students presented oral reports in selected topics, the lowest grade being 2.0. The other four students were not able to submit their final paper and failed due to excessive absences.
2. Among the eight courses that required case analysis, four subjects namely GSHUMRES, GSMANSCI, GSMANAC and GSLOPMA had students with a grade lower than 2.0. These were students who got a grade of 6, 7, 8 or those who failed because of excessive absences and those who enrolled but did not attend their classes for some reason.
3. Midterm and Final Examinations were administered for one hundred percent (100%) of the courses offered.
4. In school year 2017-2018, seven students took and passed the comprehensive examinations during the 2nd Trimester
5. One student took Business Research and passed.
6. Six students took the Thesis track and were able to successfully pass the evaluation of the panel of oral examiners.
7. The teaching performance ratings of the GSB Professors were at least 3.00 or better.
8. A tracer study was conducted in April 2017. Results indicated that the subjects offered in the GSB are extremely useful and the skills acquired by the graduates were relevant to the jobs of the students who graduated from the program.

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	Rubric on Oral Reporting	Rubric on Case Studies	Formulation of Written Examinations	Implementation of the Written Comprehensive Examinations	Rubrics on Business Research	Rubrics on Thesis	Teaching Performance of Guest Lecturers	Management Alumni Tracer Study
	Performance	Performance	Performance	Performance	Performance	Performance	Performance	Performance

	Target Was...	Target Was...	Target Was...	Target Was...	Target Was...	Target Was...	Target Was...	Target Was...
1.Students will be able to apply critical thinking to theories and principles in the solution of business problems.	MET	MET	MET	MET	MET	MET	MET	MET
2.Students will be able to exhibit interdisciplinary and multi-disciplinary perspectives in approaching management problems, issues and concerns.	MET	MET	MET	MET	MET	MET	MET	MET
3.Students will be able to exhibit sensitivity to the changing needs/dynamics of the real world of work.	MET	MET	MET	MET	MET	MET	MET	MET
4.Students will be able to exhibit both practitioner and research orientation in their approach to management.	MET	MET	MET	MET	MET	MET	MET	MET
5.Students will exhibit the highest ethical standards of Business Management in the Christian context.	MET	MET	MET	MET	MET	MET	MET	MET
6.Students will be able to apply the basic or fundamental theories and principles in the solution of business problems.	MET	MET	MET	MET	MET	MET	MET	MET
Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:								
1. <i>Not Applicable</i>								

Report of Student Learning and Achievement
Holy Angel University
Department of Business Management

For Academic Year: 2017-2018

Mission of the Business Management Department

The mission statement of the Department of Management is as follows:

- Our mission as a Department is to provide quality undergraduate education to career-oriented students who will be competitive in a technologically-evolving, global business environment.
- The Department strives to be an exemplary regional educational institution graduating community-minded students with a strong foundation in business knowledge, skills, research and values.
- We are committed to the development of mutually beneficial partnerships and lifelong learning opportunities with internal and external stakeholders through the sharing of expertise and service to others.

We will fulfill our mission through the pursuit of excellence in teaching and learning, scholarship, and service to our community through collaborative efforts among faculty, students, staff and community members.

Student Learning Assessment for *the Business Management Department*

General Program Intended Student Learning Outcomes (Program ISLOs)

1. Students will be able to gain knowledge on the principles and functional areas of management.
2. Students will be able to develop a sense of social responsibility and managerial ethics.
3. Students will be able to make wise decisions through the construction and analysis of criteria on which decisions are based.
4. Students will be able to demonstrate effective communication skills in listening, speaking and writing at all organizational levels specifically in justifying one's position, delivering impressive presentation and in persuading and convincing others.
5. Students will be able to identify the problems and resolve conflicts in diversified environment.

Intended Student Learning Outcomes: Concentration in Business Management (Business Management ISLOs)

1. Students will be able to gain knowledge on the principles and functional areas of business management.

<ol style="list-style-type: none"> 2. Students will be able to develop their abilities in identifying and solving business problems as they arise. 3. Students will be able to develop a sense of urgency and commitment to responsibilities when they engage in the business world. 	
Intended Student Learning Outcomes: Concentration in Marketing (Marketing ISLOs)	
<ol style="list-style-type: none"> 1. Students will be able to gain knowledge on the principles and functional areas of marketing management. 	
<ol style="list-style-type: none"> 2. Students will be able to demonstrate skills in product presentation and sales promotion techniques. 	
<ol style="list-style-type: none"> 3. Students will be able to develop technical skills needed in carrying out the marketing process. 	
Intended Student Learning Outcomes: Concentration in Human Resource Development Management (Human Resource Development Management ISLOs)	
<ol style="list-style-type: none"> 1. Students will be able to gain knowledge on the principles and functional areas of human resource management. 	
<ol style="list-style-type: none"> 2. Students will be able to apply effective planning techniques in managing the workforce. 	
<ol style="list-style-type: none"> 3. Students will be able to develop new programs that will benefit employees. 	
Intended Student Learning Outcomes: Concentration in Legal Management (Legal Management ISLOs)	
<ol style="list-style-type: none"> 1. Students will be able to gain knowledge on the principles and functional areas of legal management. 	
<ol style="list-style-type: none"> 2. Students will be able to enhance their ability to assist in handling the legal issues concerning the business environment. 	
<ol style="list-style-type: none"> 3. Students will become responsive as they develop the needed confidence in the business setting. 	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
<ol style="list-style-type: none"> 1. Rubrics for Undergraduate Capstone Course – BUSINESS RESEARCH <p> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5 Business Management Concentration ISLOs Assessed by this Measure: 1, 2, 3 Marketing Concentration ISLOs Assessed by this Measure: 1, 2, 3 Human Resource Development Management Concentration ISLOs Assessed by this Measure: 1, 2, 3 Legal Management Concentration ISLOs Assessed by this Measure: 1, 2, 3 </p>	<p>At least 80% of the students in the senior capstone course will achieve a grade of 2.0 or higher (out of 5.0) on their Capstone Course</p>

<p>2. Rubrics for Undergraduate Capstone Course – PRACTICUM</p> <p>Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5 Management Concentration ISLOs Assessed by this Measure: 1, 2, 3 Marketing Concentration ISLOs Assessed by this Measure: 1, 2, 3 Human Resource Development Management Concentration ISLOs Assessed by this Measure: 1, 2, 3 Legal Management Concentration ISLOs Assessed by this Measure: 1, 2, 3</p>	<p>At least 80% of the students in the senior capstone course will achieve a grade of 2.0 or higher (out of 5.0) on their Capstone Course</p>
<p>3. Implementation of Written Comprehensive Examination across areas of specialization (Based on the Final Grade – No Comprehensive Exam implemented)</p> <p>Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5 Management Concentration ISLOs Assessed by this Measure: 1, 2, 3 Marketing Concentration ISLOs Assessed by this Measure: 1, 2, 3 Human Resource Development Management Concentration ISLOs Assessed by this Measure: 1, 2, 3 Legal Management Concentration ISLOs Assessed by this Measure: 1, 2, 3</p>	<p>At least 80% of the graduating students will achieve 85% final grade in all Professional subjects and Free Electives.</p>
<p>Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:</p>	<p>Performance Objectives (Targets/Criteria) for Indirect Measures:</p>
<p>1. Indirect Measure 1 Program ISLOs Assessed by this Measure: Outcomes List</p>	<p>At least 80% of students who will be surveyed will indicate satisfaction on the academic program. Rating should be at least Very Good.</p>
<p>2. Indirect Measure 2 Program ISLOs Assessed by this Measure: Outcomes List</p>	<p>At least 80% of the students who will be surveyed will indicate satisfaction on the teaching staff. Rating should be at least Very Good.</p>
<p>3. Indirect Measure 3 Program ISLOs Assessed by this Measure: Outcomes List</p>	<p>At least 80% of the students who will be surveyed will indicate satisfaction on practicum/internship program. Rating should be at least Very Good.</p>
<p>4. Indirect Measure 4 Program ISLOs Assessed by this Measure: Outcomes List</p>	<p>At least 80% of employers will be able to provide positive feedback on graduates’ work performance. Rating should be at least Very Good.</p>

Assessment Results: Bachelor of Science in Business Administration with Concentration in Business Management

Summary of Results from Implementing Direct Measures of Student Learning:

1. Rubrics for Undergraduate Capstone Course – BUSINESS RESEARCH

A. First Semester of SY 2017-18:

Of the 220 students enrolled in YBSEARCH, 122 (55%) received a grade of 2.00 and above.

B. Second Semester of SY 2017-18:

Of the 299 students enrolled in YMRESEARCH, 197 (66%) students received a grade of 2.00 and above.

2. Rubrics for Undergraduate Capstone Course – PRACTICUM

During the First Semester of SY 2017-18, of the 17 Business Management students enrolled in YPRACTICUM, 17 (43.59%) received a grade of 2.00 and above.

During the Second Semester of SY 2017-18, of the 206 Business Management students enrolled in YPRACTICUM, 141 (68.45%) received a grade of 2.00 and above.

1. Implementation of Written Comprehensive Examination across areas of specialization

Complete cycle of the curriculum needs to be implemented prior to the conduct of WCE. Hence, implementation will be on SY 2021-22

Summary of Results from Implementing Indirect Measures of Student Learning:

1. Summary of Results for Indirect Measure 1 : ON ACADEMIC PROGRAM

During the First Semester SY 2017-18, 91% of the Business Management graduating students provided a rating of at least very good on the Academic Program.

During the Second Semester SY 2017-18, 95% of the Business Management graduating students provided a rating of at least very good on the Academic Program.

2. Summary of Results for Indirect Measure 2: ON TEACHING STAFF

During the First Semester SY 2017-18, 92% of the Business Management graduating students provided a rating of at least very good on the

teaching staff.

During the Second Semester SY 2017-18, 93% of the Business Management graduating students provided a rating of at least very good on the teaching staff.

3. Summary of Results for Indirect Measure 3: ON PRACTICUM/INTERNSHIP

During the First Semester SY 2017-18, 92% of the Business Management graduating students provided a rating of at least very good on practicum/internship.

During the Second Semester SY 2017-18, 89% of the Business Management graduating students provided a rating of at least very good on practicum/internship.

4. Round Table Conference

The Round Table conference was held last 2nd Semester of SY 2016-2017. Industry partners/Employers, Student representatives, faculty representatives and SBA Administrators discussed how the BSBA programs can be improved, based from the performance of graduates in the industry. Employers rated 184 students (80%) out of 230 students' performance in the OJT as "exemplary".

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures						
Program ISLOs	Rubrics for Undergraduate Capstone Course –BUSINESS RESEARCH	Rubrics for Undergraduate Capstone course - PRACTICUM	Implementation of Written Comprehensive Examination across areas of specialization	ON ACADEMIC PROGRAM	ON TEACHING STAFF	ON PRACTICUM/ INTERNSHIP	Round Table Conference
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. Students will be able to gain knowledge on the principles and functional areas of management.	NOT MET	NOT MET	N/A	N/A	N/A	N/A	N/A
2. Students will be able to develop a	MET	MET	N/A	N/A	N/A	N/A	N/A

sense of social responsibility and managerial ethics.							
3. Students will be able to make wise decisions through the construction and analysis of criteria on which decisions are based.	MET	MET	N/A	N/A	N/A	N/A	N/A
4. Students will be able to demonstrate effective communication skills in listening, speaking and writing at all organizational levels specifically in justifying one's position, delivering impressive presentation and in persuading and convincing others.	MET	MET	N/A	N/A	N/A	N/A	N/A
5. Students will be able to identify the problems and resolve conflicts in diversified environment.	MET	MET	N/A	N/A	N/A	N/A	N/A
Intended Student Learning Outcomes: Concentration in Business Management	<i>Rubrics for Undergraduate Capstone Course –BUSINESS RESEARCH</i>	<i>Rubrics for Undergraduate Capstone course - PRACTICUM</i>	<i>Implementation of Written Comprehensive Examination across areas of specialization</i>	<i>ON ACADEMIC PROGRAM</i>	<i>ON TEACHING STAFF</i>	<i>ON PRACTICUM/ INTERNSHIP</i>	<i>Round Table Conference</i>
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1.Students will be able to gain knowledge on the principles and functional areas of business management.	NOT MET	NOT MET	N/A	MET	MET	N/A	N/A
2.Students will be able to develop their abilities in identifying and solving business problems as they arise.	MET	MET	N/A	MET	MET	N/A	N/A

3. Students will be able to develop a sense of urgency and commitment to responsibilities when they engage in the business world.	MET	MET	N/A	N/A	N/A	MET	MET
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Assessment Results: Bachelor of Science in Business Administration with a Concentration in Marketing

Summary of Results from Implementing Direct Measures of Student Learning:

1. Rubrics for Undergraduate Capstone Course – MARKETING RESEARCH

Of the 93 students enrolled in YMARKRES during the First Semester, 54 (58.06%) received a grade of 2.00 and above.

2. Rubrics for Undergraduate Capstone Course – PRACTICUM

Of the 60 Marketing students enrolled in YPRACTICUM during the Second Semester, 36 (60%) received a grade of 2.00 and above.

3. Implementation of Written Comprehensive Examination across areas of specialization (Based on the Final Grade-No Comprehensive Exam implemented)

Complete cycle of the curriculum needs to be implemented prior to the conduct of WCE. Hence, implementation will be on SY 2021-22.

Summary of Results from Implementing Indirect Measures of Student Learning:

1. Summary of Results for Indirect Measure 1 : ON ACADEMIC PROGRAM

During the First Semester SY 2017-18, 100% of the Marketing Management graduating students provided a rating of at least very good on academic program.

During the Second Semester SY 2017-18, 94% of the Marketing Management graduating students provided a rating of at least very good on academic program.

2. Summary of Results for Indirect Measure 2: ON TEACHING STAFF

During the First Semester SY 2017-18, 89% of the Marketing Management students provided a rating of at least very good on the teaching staff.

During the Second Semester SY 2017-18, 89% of the Marketing Management graduating students provided a rating of at least very good on the

teaching staff.

3. Summary of Results for Indirect Measure 3: ON PRACTICUM/INTERNSHIP

During the First Semester SY 2017-18, 89% of the Marketing Management graduating students provided a rating of at least very good on practicum/intership.

During the Second Semester SY 2016-17, 85% of the Marketing Management graduating students provided a rating of at least very good on practicum/internship.

4. Round Table Conference

The Round Table conference was held last 2nd Semester of SY 2016-2017. Industry partners/Employers, Student representatives, faculty representatives and SBA Administrators discussed how the BSBA programs can be improved, based from the performance of graduates in the industry. Employers rated 56 (83.58%) students out of 67 students' performance as "exemplary".

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures						
Program ISLOs	Rubrics for Undergraduate Capstone Course –BUSINESS RESEARCH	Rubrics for Undergraduate Capstone course - PRACTICUM	Implementation of Written Comprehensive Examination across areas of specialization	ON ACADEMIC PROGRAM	ON TEACHING STAFF	ON PRACTICUM/ INTERNSHIP	Round Table Conference
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. Students will be able to gain knowledge on the principles and functional areas of management.	NOT MET	NOT MET	N/A	N/A	N/A	N/A	N/A
2. Students will be able to develop a sense of social responsibility and managerial ethics.	MET	MET	N/A	N/A	N/A	N/A	N/A
3. Students will be able to make wise decisions through the	MET	MET	N/A	N/A	N/A	N/A	N/A

construction and analysis of criteria on which decisions are based.							
4. Students will be able to demonstrate effective communication skills in listening, speaking and writing at all organizational levels specifically in justifying one's position, delivering impressive presentation and in persuading and convincing others.	MET	MET	N/A	N/A	N/A	N/A	N/A
5. Students will be able to identify the problems and resolve conflicts in diversified environment.	MET	MET	N/A	N/A	N/A	N/A	N/A
Intended Student Learning Outcomes: Concentration in Marketing	<i>Rubrics for Undergraduate Capstone Course –BUSINESS RESEARCH</i>	<i>Rubrics for Undergraduate Capstone course - PRACTICUM</i>	<i>Implementation of Written Comprehensive Examination across areas of specialization</i>	ON ACADEMIC PROGRAM	ON TEACHING STAFF	ON PRACTICUM/ INTERNSHIP	<i>Round Table Conference</i>
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. Students will be able to gain knowledge on the principles and functional areas of marketing management.	NOT MET	NOT MET	N/A	N/A	N/A	N/A	N/A
2. Students will be able to demonstrate skills in product presentation and sales promotion techniques.	MET	MET	N/A	N/A	N/A	N/A	N/A
3. Students will be able to develop technical skills needed in carrying out the marketing process.	MET	MET	N/A	N/A	N/A	N/A	N/A

Assessment Results: Bachelor of Science in Business Administration with a Concentration in Human Resource Development Management

Summary of Results from Implementing Direct Measures of Student Learning:

1. Rubrics for Undergraduate Capstone Course – BUSINESS RESEARCH

Of the 28 students enrolled in YMRE during the Second Semester 2016-17, 16 (57.14%) received a grade of 2.00 and above.

2. Rubrics for Undergraduate Capstone Course – PRACTICUM

During the Second Semester of SY 2016-17, of the 14 HR students enrolled in YPRACTICUM, 6 (42.87%) received a grade of 2.00 and above.

3. Implementation of Written Comprehensive Examination across areas of specialization.

Complete cycle of the curriculum needs to be implemented prior to the conduct of WCE. Hence, implementation will be on SY 2021-22.

Summary of Results from Implementing Indirect Measures of Student Learning:

1. Summary of Results for Indirect Measure 1 : ON ACADEMIC PROGRAM

During the First Semester SY 2017-18, 100% of the Human Resource Development Management graduating students provided a rating of at least very good on academic program.

During the Second Semester SY 2017-18, 81% of the Human Resource Development Management graduating students provided a rating of at least very good on academic program.

2. Summary of Results for Indirect Measure 2: ON TEACHING STAFF

During the First Semester SY 2017-18, 100% of the Human Resource Development Management graduating students provided a rating of at least very good on the teaching staff.

During the Second Semester SY 2017-18, 69% of the Human Resource Development Management graduating students provided a rating of at least very good on the teaching staff.

3. Summary of Results for Indirect Measure 3: ON PRACTICUM/INTERNSHIP

During the First Semester SY 2017-18, 100% of the Human Resource Development Management graduating students provided a rating of at least very good on practicum/internship

During the Second Semester SY 2017-18, 69% of the Human Resource Development Management graduating students provided a rating of at least very good on practicum/internship.

4. Round Table Conference

The Round Table conference was held last 2nd Semester of SY 2016-2017. Industry partners/Employers, Student representatives, faculty representatives and SBA Administrators discussed how the BSBA programs can be improved, based from the performance of graduates in the industry. Employers rated 7 (43.75%) students out of 16 students' performance as "exemplary".

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures						
	Rubrics for Undergraduate Capstone Course –BUSINESS RESEARCH	Rubrics for Undergraduate Capstone course - PRACTICUM	Implementation of Written Comprehensive Examination across areas of specialization	ON ACADEMIC PROGRAM	ON TEACHING STAFF	ON PRACTICUM/ INTERNSHIP	Round Table Conference
Program ISLOs	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
6. Students will be able to gain knowledge on the principles and functional areas of management.	NOT MET	NOT MET	N/A	N/A	N/A	N/A	N/A
7. Students will be able to develop a sense of social responsibility and managerial ethics.	MET	MET	N/A	N/A	N/A	N/A	N/A
8. Students will be able to make wise decisions through the construction and analysis of criteria on which decisions are based.	MET	MET	N/A	N/A	N/A	N/A	N/A

9. Students will be able to demonstrate effective communication skills in listening, speaking and writing at all organizational levels specifically in justifying one's position, delivering impressive presentation and in persuading and convincing others.	MET	MET	N/A	N/A	N/A	N/A	N/A
10. Students will be able to identify the problems and resolve conflicts in diversified environment.	MET	MET	N/A	N/A	N/A	N/A	N/A
Intended Student Learning Outcomes: Concentration in Human Resource Development Management	<i>Rubrics for Undergraduate Capstone Course –BUSINESS RESEARCH</i>	<i>Rubrics for Undergraduate Capstone course - PRACTICUM</i>	<i>Implementation of Written Comprehensive Examination across areas of specialization</i>	<i>ON ACADEMIC PROGRAM</i>	<i>ON TEACHING STAFF</i>	<i>ON PRACTICUM/ INTERNSHIP</i>	<i>Round Table Conference</i>
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. Students will be able to gain knowledge on the principles and functional areas of human resource management.	NOT MET	NOT MET	N/A	N/A	N/A	N/A	N/A
2. Students will be able to apply effective planning techniques in managing the workforce.	MET	MET	N/A	N/A	N/A	N/A	N/A
3. Students will be able to develop new programs that will benefit employees.	MET	MET	N/A	N/A	N/A	N/A	N/A

Assessment Results: Bachelor of Science in Business Administration with a Concentration in Legal Management

Summary of Results from Implementing Direct Measures of Student Learning:

1. Rubrics for Undergraduate Capstone Course – LEGAL RESEARCH

Of the 28 students enrolled in YLEGALRES during the First Semester, 25 (89.29%) received a grade of 2.00 and above.

2. Rubrics for Undergraduate Capstone Course – PRACTICUM

Of the 20 Legal Management students enrolled in YPRACTICUM during the Second Semester, 18 (90%) received a grade of 2.00 and above.

3. Implementation of Written Comprehensive Examination across areas of specialization.

Complete cycle of the curriculum needs to be implemented prior to the conduct of WCE. Hence, implementation will be on SY 2021-22.

Summary of Results from Implementing Indirect Measures of Student Learning:

1. Summary of Results for Indirect Measure 1 : ON ACADEMIC PROGRAM

During the First Semester SY 2017-18, 100% of the Legal Management graduating students provided a rating of at least very good on academic program.

During the Second Semester SY 2017-18, 71% of the Legal Management graduating students provided a rating of at least very good on academic program.

2. Summary of Results for Indirect Measure 2: ON TEACHING STAFF

During the First Semester SY 2017-18, 100% of the Legal Management graduating students provided a rating of at least very good on teaching staff.

During the Second Semester SY 2017-18, 86% of the Legal Management graduating students provided a rating of at least very good on teaching staff.

3. Summary of Results for Indirect Measure 3: ON PRACTICUM/INTERNSHIP

During the First Semester SY 2017-18, 100% of the Legal Management graduating students provided a rating of at least very good on practicum/internship.

During the Second Semester SY 2017-18, 90% of the Legal Management graduating students provided a rating of at least very good on practicum/internship.

4. Round Table Conference

The Round Table conference was held last 2nd Semester of SY 2016-2017. Industry partners/Employers, Student representatives, faculty representatives and SBA Administrators discussed how the BSBA programs can be improved, based from the performance of graduates in the industry. Employers rated 17 (85%) students out of 20 students' performance as "exemplary".

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures						
Program ISLOs	<i>Rubrics for Undergraduate Capstone Course –BUSINESS RESEARCH</i>	<i>Rubrics for Undergraduate Capstone course - PRACTICUM</i>	<i>Implementation of Written Comprehensive Examination across areas of specialization</i>	<i>ON ACADEMIC PROGRAM</i>	<i>ON TEACHING STAFF</i>	<i>ON PRACTICUM/ INTERNSHIP</i>	<i>Round Table Conference</i>
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
11. Students will be able to gain knowledge on the principles and functional areas of management.	MET	MET	N/A	N/A	N/A	N/A	N/A
12. Students will be able to develop a sense of social responsibility and managerial ethics.	MET	MET	N/A	N/A	N/A	N/A	N/A
13. Students will be able to make wise decisions through the construction and analysis of criteria on which decisions are based.	MET	MET	N/A	N/A	N/A	N/A	N/A
14. Students will be able to demonstrate effective communication skills in listening, speaking and writing at all organizational levels specifically in justifying one's position,	MET	MET	N/A	N/A	N/A	N/A	N/A

delivering impressive presentation and in persuading and convincing others.							
15. Students will be able to identify the problems and resolve conflicts in diversified environment.	MET	MET	N/A	N/A	N/A	N/A	N/A
Intended Student Learning Outcomes: Concentration in Legal Management	<i>Rubrics for Undergraduate Capstone Course –BUSINESS RESEARCH</i>	<i>Rubrics for Undergraduate Capstone course - PRACTICUM</i>	<i>Implementation of Written Comprehensive Examination across areas of specialization</i>	ON ACADEMIC PROGRAM	ON TEACHING STAFF	ON PRACTICUM/ INTERNSHIP	<i>Round Table Conference</i>
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. Students will be able to gain knowledge on the principles and functional areas of legal management.	MET	MET	N/A	N/A	N/A	N/A	N/A
2. Students will be able to enhance their ability to assist in handling the legal issues concerning the business environment.	MET	MET	N/A	N/A	N/A	N/A	N/A
3. Students will become responsive as they develop the needed confidence in the business setting.	MET	MET	N/A	N/A	N/A	N/A	N/A
Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:							
<i>The Core ISLOs had been fully satisfied except for Core ISLO 1 across: Capstone course and Practicum. The target is 80% of the students should get a grade above 2.00 but all programs except for the students of the Legal Management Program were not able to achieve this. In order to address this, the following are recommended:</i>							
1. To achieve performance targets on Capstone course: Business Research, the prior practice of identifying research topics that are aligned to the specific program (Business Management, Marketing, Human Resource Management) of the students should be ensured. For this schoolyear, all students regardless of course, proposed a business improvement plan of an assigned micro, small and medium enterprise. The lack of guidelines for the faculty members and the students in this undertaking contributed in the non-attainment of the performance							

target. Moreover, careful selection on faculty members who will teach the Capstone course (Methods of Research) and those who will be assigned as research advisers to the courses should be those faculty members who already undertook faculty researches and preferably Senior faculty members.

2. To achieve performance targets on Practicum, the Practicum Coordinator should closely monitor the attendance and outputs of the students in all practicum-related requirements in order to ensure timely and satisfactory practicum requirements at the end.

3. To achieve performance target on Comprehensive exam (Final grades on Professional elective courses), the assignment of a faculty in-charge of each subject will ensure consistent delivery of the course outline including the requirements/activities of all students in each of the programs. The approach should be more practical and more interactive so that students will have more chances of getting high scores. Assignment of subjects to faculty members who have the expertise and alignment should be followed in the loading of faculty members. In case that a faculty member is assigned to teach a new course, beyond his or her expertise, the faculty member should be mentored by the more experienced faculty member.

4. In order to improve the comments of the industry partners on enhancing the communication skills, organizing skills and work attitude of the students who were on the job training and those who are subsequently hired by these firms, the following competencies should be integrated to each of the course in every program. Faculty members should assign more activities that will encourage the students to actively participate in class either through individual or group presentations. Students should also be encouraged and trained to work with other students, thus enhancing their organizing skills. Lastly, values should be integrated to each course and should be adhered consistently by all faculty members.

Report of Student Learning and Achievement
Holy Angel University
Department of Accountancy

For Academic Year: 2017-2018

Mission of the Department of Accountancy

The Department of Accountancy aims to consistently provide quality education and training that is at par with the premier universities not only in the country but also internationally. Our objectives is to produce beginning competent professional accountant who demonstrates understanding of professional knowledge, skills, values, ethics and attitudes that will allow them to qualify in the in the CPA through Licensure Examination and for employment as entry-level accountant.

The department aims to educate students and graduate them in the principles of and practices of accounting, Business Law and taxation, Information Technology and Ethics. To enable them to perform effectively and ethically as business professionals who will be to competently meet the requirements of the clientele of the nation and the international community.

The department aims to provide quality educational opportunities to students discover and disseminate knowledge about the field of accounting through research and effective teaching and provide relevant public service to the community. The department strives to develop the students in becoming highly-qualified and morally-upright professionals who can be globally competitive and be able to face the challenges of international market.

Student Learning Assessment for Bachelor of Science in Accountancy and Bachelor of Science in Accounting Technology

Program Intended Student Learning Outcomes (Program ISLOs)

1. Students will be able to use appropriate theoretical concepts and practical skills to successfully pass both qualifying and CPA licensure examinations;
2. Students will be able to develop intellectual skills (abstract logical, critical, and creative thinking), visualization skills (seeing things in the mind's eye), and reasoning skills (discovery of rules/principles in solving situations);
3. Students will be able to demonstrate interpersonal skills required of a professional accountant such as persuasiveness, confidence and diplomacy, discretion, open-mindedness and patience, hard work and ability to respond well to pressure;

4. Students will be able to assess the needs of various accounting data users and effectively provide scientific and practical recommendations;	
5. Students will be able to exhibit high level of competency in meeting public interest in accordance with the highest ethical standards.	
Intended Student Learning Outcomes: Concentration in Bachelor of Science in Accountancy (Accountancy ISLOs)	
1. Students will be able to use appropriate theoretical concepts and practical skills to successfully pass both qualifying and CPA licensure examinations;	
2. Students will be able to develop intellectual skills (abstract logical, critical, and creative thinking), visualization skills (seeing things in the mind's eye), and reasoning skills (discovery of rules/principles in solving situations) in auditing practice;	
3. Students will be able to demonstrate interpersonal skills required of a professional accountant such as persuasiveness, confidence and diplomacy, discretion, open-mindedness and patience, hard work and ability to respond well to pressure; and	
4. Students will be able to assess the needs of various accounting data users and effectively provide scientific and practical recommendations through evidence-based practices.	
Intended Student Learning Outcomes: Concentration in Bachelor of Science in Accounting Technology (Accounting Technology ISLOs)	
1. Students will be able to develop intellectual skills (abstract logical, critical, and creative thinking), visualization skills (seeing things in the mind's eye), and reasoning skills (discovery of rules/principles in solving situations) in preparing research proposals;	
2. Students will be able to demonstrate interpersonal skills required of a professional such as persuasiveness, confidence and diplomacy, discretion, open-mindedness and patience, hard work and ability to respond well to pressure; and	
3. Students will be able to exhibit high level of competency in meeting public interest in accordance with the highest ethical standards.	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. End of program comprehensive examination Core ISLOs assessed by this measure: 1, 5 BS Accountancy concentration ISLOs assessed by this measure: 1, 2	Eighty percent of the BSA graduating class will score at least 75% on each examination subset in relation with each of the core ISLOs assessed by this measure.
2. Qualifying examinations for incoming third, fourth and fifth year BSA students Core ISLOs assessed by this measure: 1, 2	Eighty-five percent of those who will take the qualifying examination will score at least 75% on each examination subset in relation with each of the core ISLOs assessed by this measure.

BS Accountancy concentration ISLOs assessed by this measure: 1	
3. CPA licensure examination results Core ISLOs assessed by this measure: 1, 5 BS Accountancy concentration ISLOs assessed by this measure: 1	The University's CPA licensure examination results should at least be 30% higher than that of the national passing percentage in relation with each of the core ISLOs assessed by this measure.
4. Research papers Core ISLOs assessed by this measure: 2, 3, 4 BS Accountancy concentration ISLOs assessed by this measure: 4	Eighty percent of the BSA graduating students should at least score 8/10 on each criterion in the rubric for research papers associated with the core ISLOs assessed by this measure.
5. Auditing practice set Core ISLOs assessed by this measure: 1, 2, 3, 4, 5 BS Accountancy concentration ISLOs assessed by this measure: 2	Eighty percent of the BSA graduating students should at least score 8/10 on each criterion in the rubric for auditing practice set associated with the core ISLOs assessed by this measure.
6. Projected financial statements using EXCELSIUS Core ISLOs assessed by this measure: 1, 3, 4 BS Accountancy concentration ISLOs assessed by this measure: 3 BS in Accounting Technology ISLOs assessed by this measure: 2	Eighty percent of the students enrolled in XADCOMA should at least score 8/10 on each criterion in the rubric for projected financial statements using EXCELSIUS associated with the core ISLOs assessed by this measure.
7. Research proposals Core ISLOs assessed by this measure: 2, 3, 4 BS in Accounting Technology ISLOs assessed by this measure: 1, 3	Eighty percent of the students enrolled in XRESEARCH should at least score 8/10 on each criterion in the rubric for research proposals associated with the core ISLOs assessed by this measure.
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. Senior exit survey interview Core ISLOs assessed by this measure: 1, 2, 3, 4, 5 BS Accountancy concentration ISLOs assessed by this measure: 1,	At least 80% of the graduating students in each Accountancy program concentration will give a rating of 'very good' or 'excellent' in achieving each of the core ISLOs assessed by this measure.

<p>2, 3, 4 BS in Accounting Technology ISLOs assessed by this measure: 1, 2, 3</p>													
<p>2. Students' on the job training evaluation Core ISLOs assessed by this measure: 1, 2, 3, 4, 5 BS Accountancy concentration ISLOs assessed by this measure: 1, 2, 3, 4 BS in Accounting Technology ISLOs assessed by this measure: 1, 2, 3</p>	<p>At least 80% of the graduating interns will receive a 'satisfactory' or 'very satisfactory' rating by the companies on each of the core ISLOs assessed by this measure.</p>												
<p>Assessment Results: Bachelor of Science in Accountancy</p>													
<p>Summary of Results from Implementing Direct Measures of Student Learning:</p>													
<p>1. End of program comprehensive examination</p> <p><u>Number of students achieving a subscore of 75% or higher on each of the core ISLO-related set of examination questions</u></p> <table border="0" style="width: 100%;"> <tr> <td style="width: 80%;">Advanced Financial Accounting and Reporting (Core ISLO 1)</td> <td style="text-align: right;">106 (82.17% of total)</td> </tr> <tr> <td>Auditing (Core ISLO 1, 5)</td> <td style="text-align: right;">128 (99.22% of total)</td> </tr> <tr> <td>Financial Accounting and Reporting (Core ISLO 1)</td> <td style="text-align: right;">108 (83.72% of total)</td> </tr> <tr> <td>Management Advisory Services (Core ISLO 1)</td> <td style="text-align: right;">111 (86.05% of total)</td> </tr> <tr> <td>Taxation (Core ISLO 1, 5)</td> <td style="text-align: right;">124 (96.12% of total)</td> </tr> <tr> <td>Regulatory Framework for Business Transactions (Core ISLO 1, 5)</td> <td style="text-align: right;">126 (97.67% of total)</td> </tr> </table> <p>(Total number of students taking comprehensive examination: 129)</p>		Advanced Financial Accounting and Reporting (Core ISLO 1)	106 (82.17% of total)	Auditing (Core ISLO 1, 5)	128 (99.22% of total)	Financial Accounting and Reporting (Core ISLO 1)	108 (83.72% of total)	Management Advisory Services (Core ISLO 1)	111 (86.05% of total)	Taxation (Core ISLO 1, 5)	124 (96.12% of total)	Regulatory Framework for Business Transactions (Core ISLO 1, 5)	126 (97.67% of total)
Advanced Financial Accounting and Reporting (Core ISLO 1)	106 (82.17% of total)												
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Taxation (Core ISLO 1, 5)	124 (96.12% of total)												
Regulatory Framework for Business Transactions (Core ISLO 1, 5)	126 (97.67% of total)												
<p>2. Qualifying examinations for incoming third, fourth and fifth year BSA students</p> <p><u>Qualifying examination for incoming third year BSA students</u></p> <p><u>Number of students achieving a subscore of 75% or higher on each of the core ISLO-related set of examination questions</u></p> <table border="0" style="width: 100%;"> <tr> <td style="width: 80%;">Basic Accounting (Core ISLO 1)</td> <td style="text-align: right;">2 (100% of total)</td> </tr> <tr> <td>Financial Accounting and Reporting (Core ISLO 1)</td> <td style="text-align: right;">2 (100% of total)</td> </tr> </table> <p>(Total number of students taking qualifying examination for third year: 2)</p> <p><u>Qualifying examination for fourth year BSA students</u></p>		Basic Accounting (Core ISLO 1)	2 (100% of total)	Financial Accounting and Reporting (Core ISLO 1)	2 (100% of total)								
Basic Accounting (Core ISLO 1)	2 (100% of total)												
Financial Accounting and Reporting (Core ISLO 1)	2 (100% of total)												

Number of students achieving a subscore of 75% or higher on each of the core ISLO-related set of examination questions

Advanced Financial Accounting and Reporting (Core ISLO 1)	123 (60.29% of total)
Financial Accounting and Reporting (Core ISLO 1)	171 (83.82% of total)
Management Advisory Services (Core ISLO 1)	164 (80.39% of total)
Taxation (Core ISLO 1, 5)	127 (62.25% of total)
Regulatory Framework for Business Transactions (Core ISLO 1, 5)	155 (75.98% of total)

(Total number of students taking qualifying examination for fourth year: 204)

Qualifying examination for fifth year BSA students

Number of students achieving a subscore of 75% or higher on each of the core ISLO-related set of examination questions

Advanced Financial Accounting and Reporting (Core ISLO 1)	137 (73.26% of total)
Auditing (Core ISLO 1, 5)	144 (77.01% of total)
Financial Accounting and Reporting (Core ISLO 1)	85 (45.45% of total)
Management Advisory Services (Core ISLO 1)	126 (67.38% of total)
Taxation (Core ISLO 1, 5)	154 (82.35% of total)
Regulatory Framework for Business Transactions (Core ISLO 1, 5)	94 (50.27% of total)

(Total number of students taking qualifying examination for fifth year: 187)

3. CPA licensure examination

Number of students successfully passing the CPA board examination on each of the core ISLO-related set of examinations

May 2017 CPA board examination (Core ISLO 1, 5)	21 out of 43 students (48.84%); national passing percentage is 35.14%
October 2017 board examination (Core ISLO 1, 5)	76 out of 103 students (73.79%); national passing percentage is 30.45%
May 2018 CPA board examination (Core ISLO 1, 5)	10 out of 25 students (40.00%); national passing percentage is 28.92%

4. Research papers

Number of students achieving a score of 8 or higher on each of the core ISLO-related set of research papers

Research papers (Core ISLO 2, 3, 4)	109 (85.27% of total)
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(Total number of students enrolled in XSynthe: 129)

5. Audit practice set
<u>Number of students achieving a score of 8 or higher on each of the core ISLO-related set of audit practice set</u>
Audit practice set (Core ISLO 1, 3, 4, 5) 65 (59.63% of total)
(Total number of students enrolled in XAAUDIT: 129)

6. Projected financial statements using EXCELSIUS
<u>Number of students achieving a score of 8 or higher on each of the core ISLO-related set of projected financial statements using EXCELSIUS</u>
Projected financial statements using EXCELSIUS (Core ISLO 1, 3, 4) 176 (86.27% of total)
(Total number of students enrolled in XADCOMA: 204)

Summary of Results from Implementing Indirect Measures of Student Learning:

1. Senior exit survey interview
<u>Number of students rating the academic programs in achieving the core ISLOs as “VERY GOOD” or “EXCELLENT”</u>
Second semester of 2017-2018 (Core ISLO 1, 2, 3, 4, 5)
BS Accountancy 129 (100.00% of total)
(Total number of BS Accountancy students graduating this semester: 129)

2. Students’ on the job training evaluation
<u>Number of students achieving a rating on the on the job training as “VERY SATISFACTORY” or “EXCELLENT”</u>
First Semester of 2017-2018 (Core ISLO 1, 2, 3, 4, 5) 46 (100.00%)
(Total number of BS Accountancy students enrolled in OJT: 46)
Second semester of 2017-2018 (Core ISLO 1, 2, 3, 4, 5) 140 (99.29% of total)
(Total number of BS Accountancy students enrolled in OJT: 141)

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	End of Program Comprehens	Qualifying Examination s	CPA Licensure Examination	Research Papers	Audit Practice Set	Projected Financial Statements	Senior Exit Survey Interview	On the Job Training Evaluation

	ve Examination							
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. Students will be able to use appropriate theoretical concepts and practical skills to successfully pass both qualifying and CPA licensure examinations;	NOT MET	NOT MET	NOT MET	N/A	NOT MET	MET	MET	MET
2. Students will be able to develop intellectual skills (abstract logical, critical, and creative thinking), visualization skills (seeing things in the mind's eye), and reasoning skills (discovery of rules/principles in solving situations);	N/A	N/A	N/A	NOT MET	NOT MET	N/A	MET	MET
3. Students will be able to demonstrate interpersonal skills required of a professional accountant such as persuasiveness, confidence and diplomacy, discretion, open-mindedness and patience, hard work and ability to respond well to pressure;	N/A	N/A	N/A	NOT MET	NOT MET	MET	MET	MET
4. Students will be able to assess the needs of various accounting data users and effectively provide scientific and practical recommendations;	N/A	N/A	N/A	NOT MET	NOT MET	MET	MET	MET
5. Students will be able to exhibit high level of competency in meeting public interest in accordance with	MET	NOT MET	NOT MET	N/A	NOT MET	N/A	MET	MET

the highest ethical standards.								
Intended Student Learning Outcomes: Concentration in Bachelor of Science in Accountancy	End of Program Comprehensive Examination	Qualifying Examinations	CPA Licensure Examination	Research Papers	Audit Practice Set	Projected Financial Statements	Senior Exit Survey Interview	On the Job Training Evaluation
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. Students will be able to use appropriate theoretical concepts and practical skills to successfully pass both qualifying and CPA licensure examinations;	NOT MET	NOT MET	NOT MET	N/A	N/A	N/A	MET	MET
2. Students will be able to develop intellectual skills (abstract logical, critical, and creative thinking), visualization skills (seeing things in the mind's eye), and reasoning skills (discovery of rules/principles in solving situations) in auditing practice;	NOT MET	N/A	N/A	N/A	NOT MET	N/A	MET	MET
3. Students will be able to demonstrate interpersonal skills required of a professional accountant such as persuasiveness, confidence and diplomacy, discretion, open-mindedness and patience, hard work and ability to respond well to pressure; and	N/A	N/A	N/A	N/A	N/A	MET	MET	MET
4. Students will be able to assess the needs of various accounting data	N/A	N/A	N/A	NOT MET	N/A	N/A	N/A	N/A

users and effectively provide scientific and practical recommendations through evidence-based practices.								
Assessment Results: Bachelor of Science in Accounting Technology								
Summary of Results from Implementing Direct Measures of Student Learning:								
<p>1. Projected financial statements using EXCELSIUS</p> <p><u>Number of students achieving a score of 8 or higher on each of the core ISLO-related set of projected financial statements using EXCELSIUS</u></p> <p>Projected financial statements using EXCELSIUS (Core ISLO 1, 3, 4) 422 (78.29% of total)</p> <p>(Total number of students enrolled in XADCOMA: 539)</p>								
<p>2. Research proposals</p> <p><u>Number of students achieving a score of 8 or higher on each of the core ISLO-related set of research proposals</u></p> <p>Research proposals (Core ISLO 1, 3, 4) 704 (87.89% of total)</p> <p>(Total number of students enrolled in XRESEARCH: 801)</p>								
Summary of Results from Implementing Indirect Measures of Student Learning:								
<p>1. Senior exit survey interview</p> <p><u>Number of students rating the academic programs in achieving the core ISLOs as “VERY GOOD” or “EXCELLENT” First semester of 2017-2018 (Core ISLO 1, 2, 3, 4, 5)</u></p> <p>BS Accounting Technology 36 (100.00% of total)</p> <p>(Total number of students graduating this semester: 36)</p> <p>Second semester of 2017-2018 (Core ISLO 1, 2, 3, 4, 5)</p> <p>BS Accounting Technology 765 (100.00% of total)</p> <p>(Total number of students graduating this semester: 765)</p>								

2. Students' on the job training evaluation

Number of students achieving rating on the on-the-job training as "VERY SATISFACTORY" or "EXCELLENT"

First semester of 2017-2018 (Core ISLO 1, 2, 3, 4, 5) 432 (99.77% of total)

(Total number of students enrolled in OJT : 433)

Second semester of 2017-2018 (Core ISLO 1, 2, 3, 4, 5) 310 (98.73% of total)

(Total number of students enrolled in OJT : 314)

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
	<i>Projected Financial Statements</i>	<i>Research Proposals</i>	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	<i>Senior Exit Survey Interview</i>	<i>On the Job Training Evaluation</i>	<i>Indirect Measure 3</i>	<i>Indirect Measure 4</i>
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. Students will be able to use appropriate theoretical concepts and practical skills to successfully pass both qualifying and CPA licensure examinations	MET	MET			MET	MET		
2. Students will be able to develop intellectual skills (abstract logical, critical, and creative thinking), visualization skills (seeing things in the mind's eye), and reasoning skills (discovery of rules/principles in solving situations)	N/A	N/A			MET	MET		
3. Students will be able to demonstrate interpersonal skills required of a professional	MET	MET			MET	MET		

accountant such as persuasiveness, confidence and diplomacy, discreetness, openmindedness and patience, hard work and ability to respond well to pressure								
4. Students will be able to effectively define the needs of the various users of accounting data and demonstrate the ability to communicate such data effectively, as well as the ability to provide knowledgeable recommendations	MET	MET			MET	MET		
5. Students will be able to exhibit high level of competency in meeting public interest in accordance with the highest ethical standards	N/A	N/A			MET	MET		
Intended Student Learning Outcomes: Concentration in Bachelor of Science in Accounting Technology	<i>Projected Financial Statements</i>	<i>Research Proposals</i>	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	<i>Senior Exit Survey Interview</i>	<i>On the Job Training Evaluation</i>	<i>Indirect Measure 3</i>	<i>Indirect Measure 4</i>
	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...	Performance Target Was...
1. Students will be able to develop intellectual skills (abstract logical, critical, and creative thinking), visualization skills (seeing things in the mind's eye), and reasoning skills (discovery of rules/principles in solving situations) in preparing research proposals	N/A	MET			MET	MET		

2. Students will be able to demonstrate interpersonal skills required of a professional such as persuasiveness, confidence and diplomacy, discretion, openmindedness and patience, hard work and ability to respond well to pressure	NOT MET	N/A			MET	MET		
3. Students will be able to exhibit high level of competency in meeting public interest in accordance with the highest ethical standards	NOT MET	N/A			MET	MET		

Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:

1. Core ISLO 1/ Concentration in BS Accountancy ISLO 1: The performance target for this core ISLO deals with the ability of the students to use appropriate theoretical concepts and practical skills to successfully pass the examinations were not met on the comprehensive examination, qualifying examination, CPA licensure examination and audit practice set. The dean of the College and the faculty members shall assess and evaluate the core competencies needed by the students to pass the examinations and to prepare them in the professional arena. They will review existing instructional tools and instruments aligned with the goals identified in the expressed learning outcomes.
2. Core ISLO 2/ Concentration in BS Accountancy ISLO 2: The performance target for this core ISLO deals with the students' ability to develop intellectual skills (abstract logical, critical and creative thinking), visualization skills (seeing things in the mind's eye), and reasoning skills (discovery of rules/principles in solving situations) were not met on research papers. The dean and the faculty members must continue to evaluate and assess faculty members research competencies that can further be enhanced by sending faculty members to a series of research capability trainings. Moreover, the faculty members must be given a maximum of two sections of research classes to have more focus teaching of the students.
3. Core ISLO 3/ Concentration in BS Accountancy ISLO 3: The performance target for this core ISLO deals with the students' ability to demonstrate interpersonal skills that are being required from a professional accountant. These are persuasiveness, confidence, diplomacy, discretion, open-mindedness, patience, hard work and the ability to respond well to pressure were not met on research papers and audit practice set. In the teaching and learning process for research and audit practice sets, faculty members need to experiment on which pedagogies the teachers can adopt in order to improve the students' creative writing skills. Providing opportunity for the students to have more actual and hands-on writing experience in research papers and in solving audit practice set must be given enough emphasis.

4. Core ISLO 4/ Concentration in BS Accountancy ISLO 4: The performance target for this core ISLO deals with the students ability to assess the needs of various accounting data users and effectively provide scientific and practical recommendations were not met on research papers and audit practice sets. The dean and the faculty members must provide students' activities that are based on actual situations, data, issues, and problems encountered by professional accountants in their practice. More so, students shall be required to analyze and present actual case studies, and therefore, recommend actions to those concerns identified.
5. Core ISLO 5/ Concentration in BS Accountancy ISLO5: The performance target for this core ISLO deals with the students ability to exhibit high level of competency in meeting public interest in accordance with the highest ethical standards were not met on comprehensive examination, qualifying examination, CPA licensure examination and audit practice set. The dean of the College and the faculty members shall assess and evaluate the core competencies needed by the students to pass the examinations and to prepare them in the professional arena. They will review existing instructional tools and instruments aligned with the goals identified in the expressed learning outcomes.