Learning Outcome:
International Development Major PLO #E2: Compare and contrast approaches to decision making in for-profit and non-profit environments.

Outcome Measures:
Final Exam Question in MGT470 – Nonprofit Organization Management

Criteria for Success:
The average score for each criteria of the International Development Major PLO #E2 Rubric will be a 3.0 or higher out of 4.0.

Aligned with DQP Learning Areas (circle one or more but not all five):
1. Specialized Knowledge
2. Broad Integrative Knowledge
3. Intellectual Skills/Core Competencies
4. Applied and Collaborative Learning, and
5. Civic and Global Learning

Longitudinal Data:

International Development Major PLO #E2 Rubric – Average Student Score:

Semester	# of assessments	Mission	Methods	Measurements	Examples	Total
Fall 2016	6	3.33	3.00	3.17	3.33	3.21
Fall 2017	10	2.90	2.10	2.50	2.00	2.38

Conclusions Drawn from Data:
This assignment was implemented in Fall 2016. The average student score met the criteria for success (average score of 3.0 out of 4.0) in all four rubric criteria areas in Fall 2016, but fell below the criteria for success in all four rubric criteria areas in Fall 2017.

Changes to be Made Based on Data:
Historically, both juniors and seniors were enrolled in MGT470 Nonprofit Organization Management. Beginning in AY 2018-2019, MGT470 will be a spring, senior-only course. This class will become the capstone course for the international development major; therefore, all international development majors taking MGT470 beginning Spring 2019 will have the background to master the learning outcome. Additionally, the exam question is going to be revisited prior to Spring 2019. If scores do not improve over the next two academic years, a thorough analysis will be completed to ensure classes in the international development major curriculum are fully introducing and developing the learning outcome.

INTERNATIONAL DEVELOPMENT MAJOR PLO E2 RUBRIC

Point Loma Nazarene University International Development Major Learning Outcome E2: Compare and contrast approaches to decision making in for-profit and non-profit environments.

Criteria	Very Good 4	Good 3	Acceptable 2	Poor 1
Mission in for-profit and non-profit environments	Directly identifies making a profit as central to the mission in a for-profit environment compared to the need to balance stakeholders opinions of mission in a non-profit environment. Clearly depicts for-profit organizations as having a clear mission and non-profit organizations having a more ambiguous mission due to complexity of reaching a consensus.	Generally points to making a profit as central to the mission in a for-profit environment compared to the need to balance stakeholders opinions of mission in a non-profit environment. Generally depicts for-profit organizations as having a clear mission and non-profit organizations having a more ambiguous mission due to complexity of reaching a consensus.	Vaguely mentions making a profit as central to the mission in a for-profit environment compared to the need to balance stakeholders opinions of mission in a non-profit environment. Vaguely depicts for-profit organizations as having a clear mission and non-profit organizations having a more ambiguous mission due to complexity of reaching a consensus.	Does not identify making a profit as central to the mission in a for-profit environment compared to the need to balance stakeholders opinions of mission in a non-profit environment. Does a poor job depicting for-profit organizations as having a clear mission and non-profit organizations having a more ambiguous mission due to complexity of reaching a consensus.
Methods used in for-profit and non-profit environments	Clearly describes the cost-benefit analysis as the central method to fulfilling mission in a for-profit environment. Clearly describes the complexity involved in balancing costs with the "ideal" of serving maximum number of people in need.	Generally describes the cost-benefit analysis as the central method to fulfilling mission in a for-profit environment. Generally describes the complexity involved in balancing costs with the "ideal" of serving maximum number of people in need.	Vaguely describes the cost-benefit analysis as the central method to fulfilling mission in a for-profit environment. Vaguely describes the complexity involved in balancing costs with the "ideal" of serving maximum number of people in need.	Does not describe the cost-benefit analysis as the central method to fulfilling mission in a for-profit environment. Lacks discussion of the complexity involved in balancing costs with the "ideal" of serving maximum number of people in need.
Measurements used in for-profit and non-profit environments	Identifies and explains the clear cut measure of success on making increased profits in a for-profit organization and the challenge of a non-profit to come to a consensus on the measure of success given the many interests of stakeholders.	Makes some reference to the clear cut measure of success on making increased profits in a for-profit organization and the challenge of a non-profit to come to a consensus on the measure of success given the many interests of stakeholders.	Vaguely mentions the clear cut measure of success on making increased profits in a for-profit organization and the challenge of a non-profit to come to a consensus on the measure of success given the many interests of stakeholders.	Does not point to the clear cut measure of success on making increased profits in a for-profit organization and the challenge of a non-profit to come to a consensus on the measure of success given the many interests of stakeholders.
Examples used to illustrate decision-making in for-profit and non-profit environments	Consistently provides appropriate examples that illustrate the difference in the decision making process in for-profit vs. non-profit environments.	Usually provides appropriate examples that illustrate the difference in the decision making process in for-profit vs. non-profit environments.	Sometimes provides appropriate examples that illustrate the difference in the decision making process in for-profit vs. non-profit environments.	Rarely, if at all, provides appropriate examples that illustrate the difference in the decision making process in for-profit vs. non-profit environments.

Average Score: _____ (Total/# of criteria)

Note 1: All criteria are weighted equally