



Public Disclosure of Student Learning

Institution	<u>WSB University in Gdansk</u>
Academic Business Unit	<u>WSB University in Gdansk</u>
Academic Year	<u>2016/2017</u>

Report of Student Learning and Achievement
WSB University in Gdansk
WSB University in Gdansk

For Academic Year: 2016/2017

Mission of the WSB University in Gdansk
<i>Partners in Developing Professional Careers</i>

Student Learning Assessment for Bachelor in Finance and Accounting	
Program Intended Student Learning Outcomes (Program ISLOs)	
<i>1. Students will be able to explain the principal concepts and theories concerning finance and accounting, and their use in practice.</i>	
<i>2. Students will be able to identify and describe relations between the finance of an organisation and the environment of an entity.</i>	
<i>3. Students will be able to explain financial data.</i>	
<i>4. Students will be able to use methods, techniques, and tools designed for finance management.</i>	
<i>5. Students will be able to effectively formulate and communicate their understanding of financial issues</i>	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. <i>Submission and Assessment of a Diploma Thesis</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	<i>At least 80% of students shall obtain 4 or a higher grade from their reviewers</i>
2. <i>Final Comprehensive Diploma Examination</i> Program ISLOs Assessed by this Measure: 1, 3, 5	<i>At least 70% of students obtain 4+ or a higher grade for the question on their specialty course during their diploma examination</i>
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:

1. <i>Student Exit Survey</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	<i>At least 70% of students highly assess (4 or a higher grade) the knowledge and skills acquired at WSB</i>							
2. <i>Alumni Survey</i> Program ISLOs Assessed by this Measure: 2, 4	<i>At least 60% of the surveyed Alumni highly assess (4 or a higher grade) practicality of the study courses at WSB</i>							
Assessment Results: Bachelor in Finance and Accounting								
Summary of Results from Implementing Direct Measures of Student Learning:								
1. 87.2% of Finance and Accounting students graduated in Academic Year 2016/2017 obtained 4 or higher grade from their reviewers								
2. 48.7% of Finance and Accounting students graduated in Academic Year 2016/2017 obtained 4+ or higher grade for the questions on their specialty during their diploma examination								
Summary of Results from Implementing Indirect Measures of Student Learning:								
1. 62.73% of questioned Finance and Accounting students highly assessed knowledge and skills acquired at WSB								
2. 61.29% of questioned Finance and Accounting Bachelor Alumni highly assessed practicality of the study at WSB								
Summary of Achievement of Intended Student Learning Outcomes:								
Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	<i>Submission and Assessment of a Diploma Thesis</i>	<i>Final Comprehensive Diploma Examination</i>	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	<i>Exit Survey</i>	<i>Alumni Survey</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. <i>Students will be able to explain the principal concepts and theories concerning finance and accounting, and their use in practice.</i>	Met	Not met			Not met	NA		
2. <i>Students will be able to identify and describe relations between</i>	Met	NA			Not met	Met		

<i>the finance of an organisation and the environment of an entity.</i>								
3. <i>Students will be able to explain financial data.</i>	Met	Not met			Not met	NA		
4. <i>Students will be able to use methods, techniques, and tools designed for finance management.</i>	Met	NA			Not met	Met		
5. <i>Students will be able to effectively formulate and communicate their understanding of financial issues</i>	Met	Not met			Not met	NA		

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

1. ISLO 1: The performance targets for this program ISLO dealing with the knowledge of concepts in general area of Finance and Accounting and with their practical use were not met on the comprehensive diploma examination and on the Exit Survey. The Finance and Accountig Teaching Staff and the methodologists will be reviewing the F&A core curriculum and the teaching methods. Additional IT tools and software that are about to be implemented into teaching process.
2. ISLO 2: The performance targets for this program ISLO dealing with relations between organization’s finace and environment were not met on the Exit Survey. The Finance and Accountig Teaching Staff and the methodologists will be reviewing the business core curriculum and the teaching methods towards more effective using business games illustrating mentioned relations.
3. ISLO 3: The performance targets for this program ISLO dealing with the practical ability to explain financial data were not met on the comprehensive diploma examination and on the Exit Survey. The promoters will use the mock diploma examination. Additional IT tools and software that are about to be implemented into teaching process. Certified trainings for the new teaching Staff.
4. ISLO 4: The performance targets for this program ISLO dealing with the knowledge and practical use of methods, techniques, and tools designed for financial management were not met on the Exit Survey. The Finance and Accountig Teaching Staff and the methodologists will be reviewing the F&A core curriculum and the teaching methods. Additional IT tools and software that are about to be implemented into teaching process. Trainings and workshops and short working visits based on competence balance available for students that are 100% funded by the WSB. The Program will be lounched in order to develop students skills and properly address their professional needs
5. ISLO 5: The performance targets for this program ISLO dealing with the communication skills were not met on the comprehensive diploma examination and on the Exit Survey. The Finance and Accountig Teaching Staff and the methodologists will be reviewing the business core

curriculum and the teaching methods towards increasing students activity; the promoters will use the mock diploma examination .

Student Learning Assessment for Bachelor in Management	
Program Intended Student Learning Outcomes (Program ISLOs)	
1. <i>Students shall be able to present factors connected with creating, functioning, transforming and developing economic organisations.</i>	
2. <i>Students shall be able to discuss functions of an enterprise and their mutual relations</i>	
3. <i>Students shall be able to define and describe events and processes in organisations and their environment</i>	
4. <i>Students shall be able to apply methods, techniques and tools of organisational management</i>	
5. <i>Students will be able to effectively formulate and communicate their understanding of management issues</i>	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. <i>Submission and Assessment of a Diploma Thesis</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	<i>At least 70% of students shall obtain 4 or a higher grade from their reviewers</i>
2. <i>Final Comprehensive Diploma Examination</i> Program ISLOs Assessed by this Measure: 1, 2, 5	<i>At least 70% of students obtain 4+ or a higher grade for the question on their specialty course during their diploma examination</i>
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
3. <i>Student Exit Survey</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	<i>At least 70% of students highly assess (4 or a higher grade) the knowledge and skills acquired at WSB</i>
4. <i>Alumni Survey</i> Program ISLOs Assessed by this Measure: 3, 4	<i>At least 60% of the surveyed Alumni highly assess (4 or a higher grade) practicality of the study courses at WSB</i>
Assessment Results: Bachelor in Management	
Summary of Results from Implementing Direct Measures of Student Learning:	

1. 93.03% of Management students graduated in Academic Year 2016/2017 obtained 4 or higher grade from their reviewers								
2. 62.02% of Management students graduated in Academic Year 2016/2017 obtained 4+ or higher grade for the questions on their specialty during their diploma examination								
Summary of Results from Implementing Indirect Measures of Student Learning:								
3. 48.11% of questioned Management students highly assessed knowledge and skills acquired at WSB								
4. 76.67% of questioned Management Bachelor Alumni highly assessed practicality of the study at WSB								
Summary of Achievement of Intended Student Learning Outcomes:								
Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	<i>Submission and Assessment of a Diploma Thesis</i>	<i>Final Comprehensive Diploma Examination</i>	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	<i>Exit Survey</i>	<i>Alumni Survey</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. <i>Students shall be able to present factors connected with creating, functioning, transforming and developing economic organisations.</i>	Met	Not met			Not met	NA		
2. <i>Students shall be able to discuss functions of an enterprise and their mutual relations</i>	Met	Not met			Not met	NA		
3. <i>Students shall be able to define and describe events and processes in organisations and their environment</i>	Met	NA			Not met	Met		
4. <i>Students shall be able to apply</i>	Met	NA			Not met	Met		

<i>methods, techniques and tools of organisational management</i>								
5. <i>Students will be able to effectively formulate and communicate their understanding of management issues</i>	Met	Not met			Not met	NA		

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

1. ISLO 1: The performance targets for this program ISLO dealing with the knowledge of concepts in general area of enterprises were not met on the comprehensive diploma examination and on the Exit Survey. The Management Teaching Staff and the methodologists will be reviewing the core curriculum and the teaching methods.
2. ISLO 2: The performance targets for this program ISLO dealing with the knowledge of organizations' activities were not met on the comprehensive diploma examination and on the Exit Survey. The Management Teaching Staff and the methodologists will be reviewing the core curriculum and the teaching methods.
3. ISLO 3: The performance targets for this program ISLO dealing with the relations between organizations and their environment were not met on the Exit Survey and the Alumni Survey. The Management Teaching Staff and the methodologists will be reviewing the business core curriculum and the teaching methods towards more effective using business games illustrating mentioned relations; the promoters will use the mock diploma examination. Certified trainings for the new teaching Staff.
4. ISLO 4: The performance targets for this program ISLO dealing with the knowledge and practical use of methods, techniques, and tools designed for organizational management were not met on the Exit Survey and the Alumni Survey. The Management Teaching Staff and the methodologists will be reviewing the core curriculum and the teaching methods. Trainings and workshops and short working visits based on competence balance available for students that are 100% funded by the WSB. The Program will be launched in order to develop students skills and properly address their professional needs
5. ISLO 5: The performance targets for this program ISLO dealing with the communication skills were not met on the comprehensive diploma examination and on the Exit Survey. The Management Teaching Staff and the methodologists will be reviewing the business core curriculum and the teaching methods towards increasing students activity; the promoters will use the mock diploma examination .

Student Learning Assessment for Bachelor of Logistics

Program Intended Student Learning Outcomes (Program ISLOs)

1. <i>Students shall be able to present factors connected with creating, functioning, transforming and developing logistic organisations</i>	
2. <i>Students shall be able to discuss functions of a logistic enterprise and their mutual relations</i>	
3. <i>Students shall be able to define and describe events and processes in logistic organisations and their environment</i>	
4. <i>Students shall be able to apply methods, techniques and tools of management in logistic organisations</i>	
5. <i>Students will be able to effectively formulate and communicate their understanding of logistics issues</i>	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. <i>Submission and Assessment of a Diploma Thesis</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	<i>At least 80% of students shall obtain 4 or a higher grade from their reviewers</i>
2. <i>Final Comprehensive Diploma Examination</i> Program ISLOs Assessed by this Measure: 1, 2, 5	<i>At least 80% of students obtain 4+ or a higher grade for the question on their specialty course during their diploma examination</i>
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
3. <i>Student Exit Survey</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	<i>At least 70% of students highly assess (4 or a higher grade) the knowledge and skills acquired at WSB</i>
4. <i>Alumni Survey</i> Program ISLOs Assessed by this Measure: 3, 4	<i>At least 60% of the surveyed Alumni highly assess (4 or a higher grade) practicality of the study courses at WSB</i>
Assessment Results: Bachelor in Logistics	
Summary of Results from Implementing Direct Measures of Student Learning:	
1. 68.29% of Bachelor Logistics students graduated in Academic Year 2016/2017 obtained 4 or higher grade from their reviewers	
2. 45.98% of Bachelor Logistics students graduated in Academic Year 2016/2017 obtained 4+ or higher grade for the questions on their specialty during their diploma examination	
Summary of Results from Implementing Indirect Measures of Student Learning:	
3. 95.08% of questioned Bachelor Logistics students highly assessed knowledge and skills acquired at WSB	
4. 47.62% of questioned Logistics Bachelor Alumni highly assessed practicality of the study at WSB	

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	<i>Submission and Assessment of a Diploma Thesis</i>	<i>Final Comprehensive Diploma Examination</i>	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	<i>Exit Survey</i>	<i>Alumni Survey</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. <i>Students shall be able to present factors connected with creating, functioning, transforming and developing logistic organisations</i>	Not met	Not met			Met	NA		
2. <i>Students shall be able to discuss functions of a logistic enterprise and their mutual relations</i>	Not met	Not met			Met	NA		
3. <i>Students shall be able to define and describe events and processes in logistic organisations and their environment</i>	Not met	NA			Met	Not met		
4. <i>Students shall be able to apply methods, techniques and tools of management in logistic organisations</i>	Not met	NA			Met	Not met		
5. <i>Students will be able to effectively formulate and communicate their understanding of logistics issues</i>	Not met	Not met			Met	NA		

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

1. ISLO 1: The performance targets for this program ISLO dealing with the knowledge of concepts in general area of logistic enterprises were not met on the comprehensive diploma examination. The Logistic Teaching Staff and the methodologists will be reviewing the core curriculum and the teaching methods. Additional workshops designed to improve tutors teaching skills.

2. ISLO 2: The performance targets for this program ISLO dealing with the knowledge of logistic organizations’ activities were not met on the comprehensive diploma examination. The Logistic Teaching Staff and the methodologists will be reviewing the core curriculum and the teaching methods. Additional workshops designed to improve tutors teaching skills
3. ISLO 3: The performance targets for this program ISLO dealing with the relations between logistic organizations and their environment were not met on the Alumni Survey. The Logistic Teaching Staff and the methodologists will be reviewing the business core curriculum and the teaching methods towards more effective using business games illustrating mentioned relations. Additional workshops designed to improve tutors teaching skills. Certified trainings for the new teaching Staff.
4. ISLO 4: The performance targets for this program ISLO dealing with the knowledge and practical use of methods, techniques, and tools designed for management in logistic organizations were not met on the Alumni Survey. The Logistic Teaching Staff and the methodologists will be reviewing the core curriculum and the teaching methods. Additional workshops designed to improve tutors teaching skills. Trainings and workshops and short working visits based on competence balance available for students that are 100% funded by the WSB. The Program will be launched in order to develop students skills and properly address their professional needs.
5. ISLO 5: The performance targets for this program ISLO dealing with the communication skills were not met on the comprehensive diploma examination. The Logistic Teaching Staff and the methodologists will be reviewing the business core curriculum and the teaching methods towards increasing students activity; the promoters will use the mock diploma examination. Additional workshops designed to improve tutors teaching skills.

Student Learning Assessment for Bachelor of Tourism and Recreation	
Program Intended Student Learning Outcomes (Program ISLOs)	
1. Students shall be able to present factors connected with creating, functioning, transforming and developing tourism organisations	
2. Students shall be able to discuss functions of a tourism enterprise and their mutual relations	
3. Students shall be able to define and describe events and processes in tourism organisations and their environment	
4. Students shall be able to apply methods, techniques and tools of management in tourism organisations	
5. Students will be able to effectively formulate and communicate their understanding of tourism and recreation issues	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. <i>Submission and Assessment of a Diploma Thesis</i>	<i>At least 80% of students shall obtain 4 or a higher grade from their</i>

Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	<i>reviewers</i>							
2. <i>Final Comprehensive Diploma Examination</i> Program ISLOs Assessed by this Measure: 1, 2, 5	<i>At least 75% of students obtain 4+ or a higher grade for the question on their specialty course during their diploma examination</i>							
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:							
3. <i>Student Exit Survey</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	<i>At least 70% of students highly assess (4 or a higher grade) the knowledge and skills acquired at WSB</i>							
4. <i>Alumni Survey</i> Program ISLOs Assessed by this Measure: 3, 4	<i>At least 60% of the surveyed Alumni highly assess (4 or a higher grade) practicality of the study courses at WSB</i>							
Assessment Results: Bachelor in Tourism and Recreation								
Summary of Results from Implementing Direct Measures of Student Learning:								
1. 98.38% of Tourism and Recreation students graduated in Academic Year 2016/2017 obtained 4 or higher grade from their reviewers								
2. 59.68% of Tourism and Recreation students graduated in Academic Year 2016/2017 obtained 4+ or higher grade for the questions on their specialty during their diploma examination								
Summary of Results from Implementing Indirect Measures of Student Learning:								
3. 54.72% of questioned Tourism and Recreation Bachelor last semester students highly assessed practicality of the study at WSB								
4. 54.54% of questioned Tourism and Recreation Bachelor Alumni highly assessed practicality of the study at WSB								
Summary of Achievement of Intended Student Learning Outcomes:								
Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	<i>Submission and Assesment of a Diploma Thesis</i>	<i>Final Comprehensive Diploma Examination</i>	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	<i>Exit Survey</i>	<i>Alumni Survey</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. <i>Students shall be able to present factors connected with creating, functioning, transforming and developing tourism organisations</i>	Met	Not met			Not met	NA		
2. <i>Students shall be able to discuss functions of a tourism enterprise and their mutual relations</i>	Met	Not met			Not met	NA		
3. <i>Students shall be able to define and describe events and processes in tourism organisations and their environment</i>	Met	NA			Not met	Not met		
4. <i>Students shall be able to apply methods, techniques and tools of management in tourism organisations</i>	Met	NA			Not met	Not met		
5. <i>Students will be able to effectively formulate and communicate their understanding of tourism and recreation issues</i>	Met	Not met			Not met	NA		
Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:								
1. ISLO 1: The performance targets for this program ISLO dealing with the knowledge of concepts in general area of touristic enterprises were not met on the submission and assesment of a diploma thesis and on the comprehensive diploma examination. The T&R Teaching Staff and the methodologists will be reviewing the core curriculum and the teaching methods. The review of questions for final diploma examination is planned to make some necessary corrections in this area (more practical approach).								
2. ISLO 2: The performance targets for this program ISLO dealing with the knowledge of touristic organizations' activities were not met on the submission and assesment of a diploma thesis and on the comprehensive diploma examination. The T&R Teaching Staff and the methodologists will be reviewing the core curriculum and the teaching methods.								
3. ISLO 3: The performance targets for this program ISLO dealing with the relations between touristic organizations and their environment were not met on the submission and assesment of a diploma thesis and the Alumni Survey. The T&R Teaching Staff and the methodologists will be								

reviewing the business core curriculum and the teaching methods towards more effective using business games illustrating mentioned relations. Certified trainings for the new teaching Staff.

4. *ISLO 4*: The performance targets for this program ISLO dealing with the knowledge and practical use of methods, techniques, and tools designed for management in touristic organizations were not met on the submission and assesment of a diploma thesis and the Alumni Survey. The T&R Teaching Staff and the methodologists will be reviewing the core curriculum and the teaching methods. Trainings and workshops and short working visits based on competence balance available for students that are 100% funded by the WSB. The Program will be lounched in order to develop students skills and properly address their professional needs.

5. *ISLO 5*: The performance targets for this program ISLO dealing with the communication skills were not met on the submission and assesment of a diploma thesis and on the comprehensive diploma examination. The T&R Teaching Staff and the methodologists will be reviewing the business core curriculum and the teaching methods towards increasing students activity; the promoters will use the mock diploma examination .

Student Learning Assessment for *Master of Science in Finance and Accounting*

Program Intended Student Learning Outcomes (Program ISLOs)

1. *Students will be able to analyse concepts and theories concerning finance and accounting*
2. *Students will be able to analyse and appraise relations between the finance of an organisation and the environment of an entity*
3. *Students will be able to interpret financial data*
4. *Students will be able to determine and use appropriate methods, techniques, and tools in finance management*
5. *Students will be able to effectively formulate and communicate their understanding of financial issues using advanced financial terms*

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:

Performance Objectives (Targets/Criteria) for Direct Measures:

- | | |
|--|---|
| 1. <i>Submission and Assessment of a Diploma Thesis</i>
Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5 | <i>At least 80% of students shall obtain 4 or a higher grade from their reviewers</i> |
| 2. <i>Final Comprehensive Diploma Examination</i>
Program ISLOs Assessed by this Measure: 1, 3, 5 | <i>At least 70% of students obtain 4+ or a higher grade for the question on their specialty course during their diploma examination</i> |

Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:		Performance Objectives (Targets/Criteria) for Indirect Measures:						
3. <i>Student Exit Survey</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	At least 65% of students highly assess (4 or a higher grade) the knowledge and skills acquired at WSB							
4. <i>Alumni Survey</i> Program ISLOs Assessed by this Measure: 2, 4	At least 60% of the surveyed Alumni highly assess (4 or a higher grade) practicality of the study courses at WSB							
Assessment Results: Master of Science in Finance and Accounting								
Summary of Results from Implementing Direct Measures of Student Learning:								
1. 92.63% of Finance and Accounting students graduated in Academic Year 2016/2017 obtained 4 or higher grade from their reviewers								
2. 80.00% of Finance and Accounting students graduated in Academic Year 2016/2017 obtained 4+ or higher grade for the questions on their specialty during their diploma examination								
Summary of Results from Implementing Indirect Measures of Student Learning:								
3. 35.64% of questioned Finance and Accounting students highly assessed knowledge and skills acquired at WSB								
4. 52,78% of questioned Finance and Accounting Master Alumni highly assessed practicality of the study at WSB								
Summary of Achievement of Intended Student Learning Outcomes:								
Intended Student Learning Outcomes		Learning Assessment Measures						
Program ISLOs	<i>Submission and Assessment of a Diploma Thesis</i>	<i>Final Comprehensive Diploma Examination</i>	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	<i>Exit Survey</i>	<i>Alumni Survey</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. <i>Students will be able to analyse concepts and theories concerning finance and accounting</i>	Met	Met			Not met	NA		

2. <i>Students will be able to analyse and appraise relations between the finance of an organisation and the environment of an entity</i>	Met	NA			Not met	Not met		
3. <i>Students will be able to interpret financial data</i>	Met	Met			Not met	NA		
4. <i>Students will be able to determine and use appropriate methods, techniques, and tools in finance management</i>	Met	NA			Not met	Not met		
5. <i>Students will be able to effectively formulate and communicate their understanding of financial issues using advanced financial terms</i>	Met	Met			Not met	NA		

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

1. ISLO 1: The performance targets for this program ISLO dealing with the knowledge of concepts in general area of Finance and Accounting and with their practical use were not met on the Exit Survey. The Finance and Accountig Teaching Staff and the methodologists will be reviewing the F&A core curriculum and the teaching methods. Additional IT tools and software that are about to be implemented into teaching process.
2. ISLO 2: The performance targets for this program ISLO dealing with relations between organization’s finace and environment were not met on the Exit Survey. The Finance and Accountig Teaching Staff and the methodologists will be reviewing the business core curriculum and the teaching methods towards more effective using business games illustrating mentioned relations.
3. *ISLO 3*: The performance targets for this program ISLO dealing with the practical ability to explain financial data were not met on the Exit Survey. The Finance and Accountig Teaching Staff and the methodologists will be reviewing the teaching methods. Additional IT tools and software that are about to be implemented into teaching process. Certified trainings for the new teaching Staff.
4. *ISLO 4*: The performance targets for this program ISLO dealing with the knowledge and practical use of methods, techniques, and tools designed for financial management were not met on the Exit Survey. The Finance and Accountig Teaching Staff and the methodologists will be reviewing the F&A core curriculum and the teaching methods. Additional IT tools and software that are about to be implemented into teaching process. Trainings and workshops and short working visits based on competence balance available for students that are 100% funded by the WSB. The Program will be lounched in order to develop students skills and properly address their professional needs.

5. *ISLO 5*: The performance targets for this program ISLO dealing with the communication skills were not met on the Exit Survey. The Finance and Accountig Teaching Staff and the methodologists will be reviewing the business core curriculum and the teaching methods towards increasing students activity.

Student Learning Assessment for <i>Master of Science in Management</i>	
Program Intended Student Learning Outcomes (Program ISLOs)	
1. <i>Students shall be able to analyse factors connected with creating, functioning, transforming and developing economic organisations and assess their significance</i>	
2. <i>Students shall be able to analyse functions of an enterprise and their mutual relations</i>	
3. <i>Students shall be able to analyse and assess events and processes in organisations and their environment</i>	
4. <i>Students shall be able to assess and select appropriate methods, techniques and tools of organisational management</i>	
5. <i>Students will be able to effectively formulate and communicate their understanding of management issues using advanced management terminology</i>	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. <i>Submission and Assessment of a Diploma Thesis</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	<i>At least 70% of students shall obtain 4 or a higher grade from their reviewers</i>
2. <i>Final Comprehensive Diploma Examination</i> Program ISLOs Assessed by this Measure: 1, 2, 5	<i>At least 70% of students obtain 4+ or a higher grade for the question on their specialty course during their diploma examination</i>
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
3. <i>Student Exit Survey</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	<i>At least 65% of students highly assess (4 or a higher grade) the knowledge and skills acquired at WSB</i>

<p>4. <i>Alumni Survey</i></p> <p>Program ISLOs Assessed by this Measure: 3, 4</p>	<p><i>At least 60% of the surveyed Alumni highly assess (4 or a higher grade) practicality of the study courses at WSB</i></p>
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Assessment Results: Master of Science in Management

Summary of Results from Implementing Direct Measures of Student Learning:

1. 87.07% of MSM students graduated in Academic Year 2016/2017 obtained 4 or higher grade from their reviewers
2. 79.59% of MSM students graduated in Academic Year 2016/2017 obtained 4+ or higher grade for the questions on their specialty during their diploma examination

Summary of Results from Implementing Indirect Measures of Student Learning:

3. 81.71% of questioned MSM students highly assessed knowledge and skills acquired at WSB
4. 67.86% of questioned MSM Alumni highly assessed practicality of the study at WSB

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	<i>Submission and Assessment of a Diploma Thesis</i>	<i>Final Comprehensive Diploma Examination</i>	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	<i>Exit Survey</i>	<i>Alumni Survey</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...
<p>1. <i>Students shall be able to analyse factors connected with creating, functioning, transforming and developing economic organisations and assess their significance</i></p>	Met	Met			Met	NA		
<p>2. <i>Students shall be able to analyse functions of an enterprise and</i></p>	Met	Met			Met	NA		

<i>their mutual relations</i>								
3. <i>Students shall be able to analyse and assess events and processes in organisations and their environment</i>	Met	NA			Met	Met		
4. <i>Students shall be able to assess and select appropriate methods, techniques and tools of organisational management</i>	Met	NA			Met	Met		
5. <i>Students will be able to effectively formulate and communicate their understanding of management issues using advanced management terminology</i>	Met	Met			Met	NA		

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

1. N/A
2. N/A
3. N/A
4. N/A
5. N/A

Student Learning Assessment for *Master of Science in Logistics*

Program Intended Student Learning Outcomes (Program ISLOs)

1. *Students shall be able to analyse factors connected with creating, functioning, transforming and developing logistic organisations*
2. *Students shall be able to analyse functions of a logistic enterprise and their mutual relations*

3. <i>Students shall be able to analyse and assess events and processes in logistic organisations and their environment</i>	
4. <i>Students shall be able to assess and select appropriate methods, techniques and tools applied in management of logistic organisation</i>	
5. <i>Students will be able to effectively formulate and communicate their understanding of logistics issues using advanced logistics terms</i>	
Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. <i>Submission and Assessment of a Diploma Thesis</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	<i>At least 80% of students shall obtain 4 or a higher grade from their reviewers</i>
2. <i>Final Comprehensive Diploma Examination</i> Program ISLOs Assessed by this Measure: 1, 2, 5	<i>At least 80% of students obtain 4+ or a higher grade for the question on their specialty course during their diploma examination</i>
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
3. <i>Student Exit Survey</i> Program ISLOs Assessed by this Measure: 1, 2, 3, 4, 5	<i>At least 65% of students highly assess (4 or a higher grade) the knowledge and skills acquired at WSB</i>
4. <i>Alumni Survey</i> Program ISLOs Assessed by this Measure: 3, 4	<i>At least 60% of the surveyed Alumni highly assess (4 or a higher grade) practicality of the study courses at WSB</i>
Assessment Results: <i>Masters of Science in Logistics</i>	
Summary of Results from Implementing Direct Measures of Student Learning:	
1. 95.92% of MSL students graduated in Academic Year 2016/2017 obtained 4 or higher grade from their reviewers	
2. 68.37% of MSL students graduated in Academic Year 2016/2017 obtained 4+ or higher grade for the questions on their specialty during their diploma examination	
Summary of Results from Implementing Indirect Measures of Student Learning:	
3. 94.00% of questioned MSL students highly assessed knowledge and skills acquired at WSB	
4. 29.41% of questioned MSL Alumni highly assessed practicality of the study at WSB	
Summary of Achievement of Intended Student Learning Outcomes:	

Intended Student Learning Outcomes	Learning Assessment Measures							
Program ISLOs	<i>Submission and Assessment of a Diploma Thesis</i>	<i>Final Comprehensive Diploma Examination</i>	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	<i>Exit Survey</i>	<i>Alumni Survey</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. <i>Students shall be able to analyse factors connected with creating, functioning, transforming and developing logistic organisations</i>	Met	Not met			Met	NA		
2. <i>Students shall be able to analyse functions of a logistic enterprise and their mutual relations</i>	Met	Not met			Met	NA		
3. <i>Students shall be able to analyse and assess events and processes in logistic organisations and their environment</i>	Met	NA			Met	Not met		
4. <i>Students shall be able to assess and select appropriate methods, techniques and tools applied in management of logistic organisation</i>	Met	NA			Met	Not met		
5. <i>Students will be able to effectively formulate and communicate their understanding of logistics issues using advanced logistics terms</i>	Met	Not met			Met	NA		
Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:								

<p>1. ISLO 1: The performance targets for this program ISLO dealing with the knowledge of concepts in general area of logistic enterprises were not met on the comprehensive diploma examination. The Logistic Teaching Staff and the methodologists will be reviewing the core curriculum and the teaching methods.</p>
<p>2. ISLO 2: The performance targets for this program ISLO dealing with the knowledge of logistic organizations' activities were not met on the comprehensive diploma examination. The Logistic Teaching Staff and the methodologists will be reviewing the core curriculum and the teaching methods.</p>
<p>3. ISLO 3: The performance targets for this program ISLO dealing with the relations between logistic organizations and their environment were not met on the Alumni Survey. The Logistic Teaching Staff and the methodologists will be reviewing the business core curriculum and the teaching methods towards more effective using business games illustrating mentioned relations. Certified trainings for the new teaching Staff.</p>
<p>4. ISLO 4: The performance targets for this program ISLO dealing with the knowledge and practical use of methods, techniques, and tools designed for management in logistic organizations were not met on the Alumni Survey. The Logistic Teaching Staff and the methodologists will be reviewing the core curriculum and the teaching methods. Trainings and workshops and short working visits based on competence balance available for students that are 100% funded by the WSB. The Program will be launched in order to develop students skills and properly address their professional needs</p>
<p>5. ISLO 5: The performance targets for this program ISLO dealing with the communication skills were not met on the comprehensive diploma examination. The Logistic Teaching Staff and the methodologists will be reviewing the business core curriculum and the teaching methods towards increasing students activity; the promoters will use the mock diploma examination .</p>