



Public Disclosure of Student Learning

Institution	University of Business and International Studies (UBIS)
Academic Business Unit	University of Business and International Studies (UBIS)
Academic Year	2015 - 2016

Directions

Separate Student Learning Assessment and Assessment Results tables must be provided for each IACBE-accredited program.

An example of a completed form can be found in a separate document that is available for download on the IACBE's website at: www.iacbe.org/accreditation-documents.asp.

Add tables, and insert or delete rows in the tables as needed in order to accommodate the number of your (i) business programs and (ii) intended student learning outcomes. In the sections of the assessment results tables entitled "Summary of Achievement of Intended Student Learning Outcomes," **DO NOT ADD OR DELETE COLUMNS**. Space is provided in these sections for four direct measures of student learning and four indirect measures of student learning. If you are employing fewer than this number of assessment instruments, simply leave cells in the unused columns blank. If you are employing more than this number of instruments, you will need to create additional summary-of-achievement tables to report your assessment information.

In the sections of the tables entitled "Summary of Achievement of Intended Student Learning Outcomes," enter "Met" in a given cell of the table if the performance target for the instrument in that column was achieved for the intended outcome in that row; "Not Met" if the performance target for the instrument in that column was not achieved for the intended outcome in that row; or "NA" (Not Assessed) if the instrument in that column does not measure the intended outcome in that row.

At the end of the assessment tables for each program, space is provided to identify changes and improvements that you plan to make as a result of your assessment activity.

Italicized entries in the form represent areas where the academic business unit should insert its own student learning information.

Be sure to delete these directions from the document before you publicly post your form.

Report of Student Learning and Achievement
Institution
University of Business and International Studies (UBIS)
For Academic Year: 2015-2016

Mission of University of Business and International Studies (UBIS)

UBIS mission is to establish respected, high-quality international undergraduate and graduate programs in Business Administration, International Relations. UBIS provides students with up-to-date educational resources, strong academics and interactive learning environment. UBIS encourages students to be ready for challenging issues in their future practice. UBIS multi-cultural environment provides students with future professional network extending all over the world.

Business and International Studies (UBIS)

Student Learning Assessment for Bachelor of Business Administration

Intended Student Learning Outcomes for BBA – Bachelor of Business Administration:

1. Knowledge of the functional areas of business
2. Knowledge of the legal social, and economic environments of business
3. Knowledge of the global environment of business
4. Knowledge of the ethical obligations and responsibilities of business
5. The ability to use analytical tools and computer technologies to support business decisions
6. The ability to communicate effectively
7. The ability to apply knowledge of business concepts and functions in an integrated manner
8. The ability to launch and develop the business
9. The ability to manage human resources, organize and support team work

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

Performance Objectives (Targets/Criteria) for Direct Measures:

- | | |
|--|--|
| 1. <i>Direct Measure 1</i>
Portfolio of student works | 80% of students reach score 60% or more on the each of SLO, assessed through the portfolio |
| 2. <i>Direct Measure 2</i> | At least 70% of students will get at least 80% of maximum score for each |

Capstone Project	learning outcome- related evaluation criterion
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. <i>Indirect Measure 1</i> Course Survey	Average point for 80% of courses should be higher than 3.5 points (5 points is maximum)
2. <i>Indirect Measure 2</i> “Rate your student” survey	At least 80% of the students got at least 60% of maximum score
Assessment Results: Bachelor of Business Administration	
Summary of Results from Implementing Direct Measures of Student Learning:	
<p>1. Portfolio of student works Percentage of students that reached score 60% or more on the each of SLO, assessed through the portfolio:</p> <ul style="list-style-type: none"> – Knowledge of the functional areas of business 75 % of total – Knowledge of the legal social, and economic environments of business 58 % of total – Knowledge of the global environment of business 60 % of total – Knowledge of the ethical obligations and responsibilities of business 56 % of total – The ability to use analytical tools and computer technologies to support business decisions 75 % of total – The ability to communicate effectively 80 % of total – The ability to apply knowledge of business concepts and functions in an integrated manner 85 % of total – The ability to launch and develop the business 74 % of total – The ability to manage human resources, organize and support team work 70 % of total 	
<p>2. Capstone Project Percentage of students that got at least 80% of maximum score for each learning outcome- related evaluation criterion</p> <ul style="list-style-type: none"> – Knowledge of the functional areas of business 85 % of total – Knowledge of the legal social, and economic environments of business 75% of total – Knowledge of the global environment of business 76 % of total – Knowledge of the ethical obligations and responsibilities of business 66 % of total – The ability to use analytical tools and computer technologies to support business decisions 89 % of total 	

<ul style="list-style-type: none"> – The ability to communicate effectively 75 % of total – The ability to apply knowledge of business concepts and functions in an integrated manner 68% of total – The ability to launch and develop the business 72% of total – The ability to manage human resources, organize and support team work 83 % of total
Summary of Results from Implementing Indirect Measures of Student Learning:
<p>1. Course survey</p> <p>Average point for 80% of courses should be higher than 3.5 points (5 points is maximum)</p> <ul style="list-style-type: none"> – Knowledge of the functional areas of business 90 % of total – Knowledge of the legal social, and economic environments of business 80 % of total – Knowledge of the global environment of business 83 % of total – Knowledge of the ethical obligations and responsibilities of business 78 % of total – The ability to use analytical tools and computer technologies to support business decisions 94 % of total – The ability to communicate effectively 84 % of total – The ability to apply knowledge of business concepts and functions in an integrated manner 76 % of total – The ability to launch and develop the business 82% of total – The ability to manage human resources, organize and support team work 76% of total
<p>2. “Rate your student” survey</p> <p>83% of students got more than 60% of score</p>

Summary of Achievement of Intended Student Learning Outcomes:								
Intended Student Learning Outcomes	Learning Assessment Measures							
General Program ISLOs	<i>Portfolio of student works</i>	<i>Capstone Project</i>	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	Course Survey	“Rate your student” survey	<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. Knowledge of the functional areas of business	Met				Met	Met		

2. Knowledge of the legal social, and economic environments of business	Not met	Not met			Met	Met		
3. Knowledge of the global environment of business	Met	Not met			Met	Met		
4. Knowledge of the ethical obligations and responsibilities of business	Not met	Not met			Not met	Met		
5. The ability to use analytical tools and computer technologies to support business decisions	Met	Met			Met	Met		
6. The ability to communicate effectively	Met	Not met			Met	Met		
7. The ability to apply knowledge of business concepts and functions in an integrated manner	Met	Not met			Not met	Met		
8. The ability to launch and develop the business	Met	Not met			Met	Met		
9. The ability to manage human resources, organize and support team work	Met	Met			Not met	Met		

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

1. Textbook updates. UBIS is revising 100% textbooks for this program
2. Increase ethical and social parts in the course. Faculties are requested to include ethical and social aspects in the courses
3. New LMS is adopted and more online teaching tools will be available within short time to improve online learning experience
4. Implement more case studies in learning process to ensure that students can implement new knowledge in practice
- 5.
- 6.
- 7.
- 8.

UBIS

Student Learning Assessment for BA - IR – Bachelor of Arts in International Relations

Intended Student Learning Outcomes for BA - IR – Bachelor of Arts in International Relations:

1. Knowledge of the functional areas of business
2. Knowledge of the legal social, and economic environments of business
3. Knowledge of the global environment of business
4. Knowledge of the ethical obligations and responsibilities of business
5. The ability to use analytical tools and computer technologies to support business decisions
6. The ability to communicate effectively
7. The ability to apply knowledge of business concepts and functions in an integrated manner
8. The ability to launch and develop international business
9. Knowledge of international political system as a factor of the effective international business

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. <i>Direct Measure 1</i> Portfolio of student works	80% of students reach score 60% or more on the each of SLO, assessed through the portfolio
2. <i>Direct Measure 2</i> Capstone Project	At least 70% of students will get at least 80% of maximum score for each learning outcome- related evaluation criterion
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. <i>Indirect Measure 1</i> Course survey	Average point for 80% of courses should be higher than 3.5 points (5 points is maximum)
2. <i>Indirect Measure 2</i> “Rate your student” survey	At least 80% of the students got at least 60% of maximum score

Assessment Results: BA - IR – Bachelor of Arts in International Relations

Summary of Results from Implementing Direct Measures of Student Learning:

1. Portfolio of student works

Percentage of students that reached score 60% or more on the each of SLO, assessed through the portfolio:

- Knowledge of the functional areas of business 84 % of total
- Knowledge of the legal social, and economic environments of business 62 % of total
- Knowledge of the global environment of business 76% of total
- Knowledge of the ethical obligations and responsibilities of business 79 % of total
- The ability to use analytical tools and computer technologies to support business decisions 94 % of total
- The ability to communicate effectively 92 % of total
- The ability to apply knowledge of business concepts and functions in an integrated manner 84 % of total
- The ability to launch and develop international business 83 % of total
- Knowledge of international political system as a factor of the effective international business 75 % of total

2. Capstone Project

Percentage of students that got at least 80% of maximum score for each learning outcome- related evaluation criterion

- Knowledge of the functional areas of business 90 % of total
- Knowledge of the legal social, and economic environments of business 92 % of total
- Knowledge of the global environment of business 87 % of total
- Knowledge of the ethical obligations and responsibilities of business 83 % of total
- The ability to use analytical tools and computer technologies to support business decisions 98% of total
- The ability to communicate effectively 91% of total
- The ability to apply knowledge of business concepts and functions in an integrated manner 89 % of total
- The ability to launch and develop international business 87 % of total
- Knowledge of international political system as a factor of the effective international business 83% of total

Summary of Results from Implementing Indirect Measures of Student Learning:

1. Course survey

Average point for 80% of courses should be higher than 3.5 points (5 points is maximum)

– Knowledge of the functional areas of business	89 % of total
– Knowledge of the legal social, and economic environments of business	79 % of total
– Knowledge of the global environment of business	91 % of total
– Knowledge of the ethical obligations and responsibilities of business	86 % of total
– The ability to use analytical tools and computer technologies to support business decisions	96 % of total
– The ability to communicate effectively	90 % of total
– The ability to apply knowledge of business concepts and functions in an integrated manner	94 % of total
– The ability to launch and develop international business	79 % of total
– Knowledge of international political system as a factor of the effective international business	82 % of total

2. “Rate your student” survey
92% got more than 60% of score

Summary of Achievement of Intended Student Learning Outcomes:

Intended Student Learning Outcomes	Learning Assessment Measures							
	<i>Portfolio of student works</i>	<i>Capstone Project</i>	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	<i>Program Survey</i>	<i>“Rate your student” survey</i>	<i>Indirect Measure 3</i>	<i>Indirect Measure 4</i>
General Program ISLOs	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. Knowledge of the functional areas of business	Met	Met			Met	Met		
2. Knowledge of the legal social, and economic environments of business	Met	Met			Not met	Met		
3. Knowledge of the global environment of business	Met	Met			Met	Met		
4. Knowledge of the ethical obligations and responsibilities of business	Met	Met			Met	Met		
5. The ability to use analytical tools and computer technologies to support business decisions	Met	Met			Met	Met		

6. The ability to communicate effectively	Met	Met			Met	Met		
7. The ability to apply knowledge of business concepts and functions in an integrated manner	Met	Met			Met	Met		
8. The ability to launch and develop international business	Met	Met			Not met	Met		
9. Knowledge of international political system as a factor of the effective international business	Met	Met			Met	Met		

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

1. This program does not include the large number of the students. UBIS is going to review the current curriculum to attract the attention to the program from the prospect students

2. 100% textbook revision to ensure up-to-date learning materials

3. Online learning tools extension through the new LMS, adopted several month ago.

4. Extend global case studies that will extend students competence and give more opportunities for the skills implementations

5.

6.

7.

UBIS

Student Learning Assessment for Master of Business Administration

Intended Student Learning Outcomes for Master of Business Administration:

1. The ability to recognize and solve problems using a proper analytical tools, develop solutions adapted to the current business conditions
2. The ability to think strategically, which includes a proper analysis, effective strategic plan, and successful implementation
3. The ability to think critically, adopt wide range of analytical tools and methods to solve various business problems and build business models
4. The ability to communicate effectively: have strong writing and oral skills.
5. The ability to organize, participate, and manage team work
6. Knowledge of business social responsibility and ethical obligations, following the main principles of business social responsibility in projects
7. The ability to initiate and manage business projects
8. The ability to integrate skills from multiple functional business areas to develop proper business decisions
9. The leadership skills: the ability to organize people and motivate the group toward the common goal

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. <i>Direct Measure 1</i> Portfolio of student works	80% of students reach score 60% or more on the each of SLO, assessed through the portfolio
2. <i>Direct Measure 2</i> Capstone Project	At least 70% of students will get at least 80% of maximum score for each learning outcome- related evaluation criterion
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:

1. <i>Indirect Measure 1</i> Course Survey	Average point for 80% of courses should be higher than 3.5 points (5 points is maximum)
2. <i>Indirect Measure 2</i> “Rate your student” survey	At least 80% of the students got at least 60% of maximum score

Assessment Results: Master of Business Administration

Summary of Results from Implementing Direct Measures of Student Learning:

1. Portfolio of student works

Percentage of students that reached score 60% or more on the each of SLO, assessed through the portfolio:

- The ability to recognize and solve problems using a proper analytical tools, develop solutions adapted to the current business conditions 62 % of total
- The ability to think strategically, which includes a proper analysis, effective strategic plan, and successful implementation 59 % of total
- The ability to think critically, adopt wide range of analytical tools and methods to solve various business problems and build business models 63 % of total
- The ability to communicate effectively: have strong writing and oral skills 55 % of total
- The ability to organize, participate, and manage team work 58 % of total
- Knowledge of business social responsibility and ethical obligations, following the main principles of business social responsibility in projects 68 % of total
- The ability to initiate and manage business projects 72 % of total
- The ability to integrate skills from multiple functional business areas to develop proper business decisions 82% of total
- The leadership skills: the ability to organize people and motivate the group toward the common goal 64 % of total

2. Capstone Project

Percentage of students that got at least 80% of maximum score for each learning outcome- related evaluation criterion

- The ability to recognize and solve problems using a proper analytical tools, develop solutions adapted to the current business conditions 73 % of total

– The ability to think strategically, which includes a proper analysis, effective strategic plan, and successful implementation	81 % of total
– The ability to think critically, adopt wide range of analytical tools and methods to solve various business problems and build business models	79 % of total
– The ability to communicate effectively: have strong writing and oral skills	78 % of total
– The ability to organize, participate, and manage team work	82 % of total
– Knowledge of business social responsibility and ethical obligations, following the main principles of business social responsibility in projects	86 % of total
– The ability to initiate and manage business projects	89 % of total
– The ability to integrate skills from multiple functional business areas to develop proper business decisions	84 % of total
– The leadership skills: the ability to organize people and motivate the group toward the common goal	82 % of total

Summary of Results from Implementing Indirect Measures of Student Learning:

1. Course Survey

Average point for 80% of courses should be higher than 3.5 points (5 points is maximum)

– The ability to recognize and solve problems using a proper analytical tools, develop solutions adapted to the current business conditions	79 % of total
– The ability to think strategically, which includes a proper analysis, effective strategic plan, and successful implementation	82 % of total
– The ability to think critically, adopt wide range of analytical tools and methods to solve various business problems and build business models	75 % of total
– The ability to communicate effectively: have strong writing and oral skills	76 % of total
– The ability to organize, participate, and manage team work	80 % of total
– Knowledge of business social responsibility and ethical obligations, following the main principles of business social responsibility in projects	86 % of total
– The ability to initiate and manage business projects	81 % of total
– The ability to integrate skills from multiple functional business areas to develop proper business decisions	87% of total
– The leadership skills: the ability to organize people	

and motivate the group toward the common goal	% of total
2. “Rate your student” survey 84% got more than 60% of score	

Summary of Achievement of Intended Student Learning Outcomes:								
Intended Student Learning Outcomes	Learning Assessment Measures							
General Program ISLOs	<i>Portfolio of Student Works</i>	<i>Capstone Project</i>	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	Course Survey	“Rate your student” survey	<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. The ability to recognize and solve problems using a proper analytical tools, develop solutions adapted to the current business conditions	Met	Not met			Not met	Met		
2. The ability to think strategically, which includes a proper analysis, effective strategic plan, and successful implementation	Not met	Met			Met	Met		
3. The ability to think critically, adopt wide range of analytical tools and methods to solve various business problems and build business models	Met	Not met			Not met	Met		
4. The ability to communicate effectively: have strong writing and oral skills.	Not met	Not met			Not met	Met		
5. The ability to organize, participate, and manage team work	Not met	Met			Met	Met		
6. Knowledge of business social responsibility and ethical obligations, following the main principles of business social responsibility in projects	Met	Met			Met	Met		

7. The ability to initiate and manage business projects	Met	Met			Met	Met		
8. The ability to integrate skills from multiple functional business areas to develop proper business decisions	Met	Met			Met	Met		
9. The leadership skills: the ability to organize people and motivate the group toward the common goal	Met	Met			Met	Met		

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

1. This program is under the great demand. However, several SLO are below the target point. To increase students' ability to communicate effectively, UBIS develops writing center
2. UBIS develops the number of business concentrations to extend program's ability to cover most of the students' professional interests
3. 100% textbooks are under revision to ensure that program delivers current learning content
4. All the faculties should go through inner UBIS training and orientation before they start teaching
5.
6.
7.

UBIS

Student Learning Assessment for Master of Arts in International Relations

Intended Student Learning Outcomes for Master of Arts in International Relations:

1. The ability to recognize and solve problems using a proper analytical tools, develop solutions adapted to the current business conditions
2. The ability to think strategically, which includes a proper analysis, effective strategic plan, and successful implementation
3. The ability to think critically, adopt wide range of analytical tools and methods to solve various business problems and build business models
4. The ability to communicate effectively: have strong writing and oral skills.
5. The ability to organize, participate, and manage team work
6. Knowledge of business social responsibility and ethical obligations, following the main principles of business social responsibility in projects
7. The ability to integrate knowledge from various functional areas of business, social and political science to launch and develop projects in international business.
8. The ability to organize and develop partnership with a wide range of the actors on the global arena using the deep understanding of actors' roles and functions in the international business
9. The leadership skills: the ability to organize people and motivate the group toward the common goal

Assessment Instruments for Intended Student Learning Outcomes— Direct Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Direct Measures:
1. <i>Direct Measure 1</i> Portfolio of Student Works	80% of students reach score 60% or more on the each of SLO, assessed through the portfolio
2. <i>Direct Measure 2</i> Capstone Project	At least 70% of students will get at least 80% of maximum score for each learning outcome- related evaluation criterion
Assessment Instruments for Intended Student Learning Outcomes— Indirect Measures of Student Learning:	Performance Objectives (Targets/Criteria) for Indirect Measures:
1. <i>Indirect Measure 1</i> Course Survey	Average point for 80% of courses should be higher than 3.5 points (5 points is maximum)
2. <i>Indirect Measure 2</i> “Rate your student” survey	At least 80% of the students got at least 60% of maximum score

Assessment Results: Master of Arts in International Relations

Summary of Results from Implementing Direct Measures of Student Learning:

1. Portfolio of student works

Percentage of students that reached score 60% or more on the each of SLO, assessed through the portfolio:

- | | |
|---|---------------|
| – The ability to recognize and solve problems using a proper analytical tools, develop solutions adapted to the current business conditions | 82 % of total |
| – The ability to think strategically, which includes a proper analysis, effective strategic plan, and successful implementation | 84 % of total |
| – The ability to think critically, adopt wide range of analytical tools and methods to solve various business problems and build business models | 91 % of total |
| – The ability to communicate effectively: have strong writing and oral skills | 95 % of total |
| – The ability to organize, participate, and manage team work | 82 % of total |
| – Knowledge of business social responsibility and ethical obligations, following the main principles of business social responsibility in projects | 71% of total |
| – The ability to integrate knowledge from various functional areas of business, social and political science to launch and develop projects in international business | 74 % of total |
| – The ability to organize and develop partnership with a wide range of the actors on the global arena using the deep understanding of actors' roles and functions in the international business | 83 % of total |
| – The leadership skills: the ability to organize people and motivate the group toward the common goal | 89% of total |

2. Capstone Project

Percentage of students that got at least 80% of maximum score for each learning outcome- related evaluation criterion

- | | |
|--|---------------|
| – The ability to recognize and solve problems using a proper analytical tools, develop solutions adapted to the current business conditions | 82 % of total |
| – The ability to think strategically, which includes a proper analysis, effective strategic plan, and successful implementation | 84 % of total |
| – The ability to think critically, adopt wide range of analytical tools and methods to solve various business problems and build business models | 85 % of total |
| – The ability to communicate effectively: have strong writing and oral skills | 87 % of total |
| – The ability to organize, participate, and manage team work | 73 % of total |

- Knowledge of business social responsibility and ethical obligations, following the main principles of business social responsibility in projects 75% of total
- The ability to integrate knowledge from various functional areas of business, social and political science to launch and develop projects in international business 81 % of total
- The ability to organize and develop partnership with a wide range of the actors on the global arena using the deep understanding of actors’ roles and functions in the international business 83% of total
- The leadership skills: the ability to organize people and motivate the group toward the common goal 85 % of total

Summary of Results from Implementing Indirect Measures of Student Learning:

1. Program Survey

Average point for 80% of courses should be higher than 3.5 points (5 points is maximum)

- The ability to recognize and solve problems using a proper analytical tools, develop solutions adapted to the current business conditions 71 % of total
- The ability to think strategically, which includes a proper analysis, effective strategic plan, and successful implementation 78% of total
- The ability to think critically, adopt wide range of analytical tools and methods to solve various business problems and build business models 81 % of total
- The ability to communicate effectively: have strong writing and oral skills 89 % of total
- The ability to organize, participate, and manage team work 91 % of total
- Knowledge of business social responsibility and ethical obligations, following the main principles of business social responsibility in projects 76% of total
- The ability to integrate knowledge from various functional areas of business, social and political science to launch and develop projects in international business 85 % of total
- The ability to organize and develop partnership with a wide range of the actors on the global arena using the deep understanding of actors’ roles and functions in the international business 80 % of total
- The leadership skills: the ability to organize people and motivate the group toward the common goal 86 % of total

2. “Rate your student” survey

87% got more than 60% of score

Summary of Achievement of Intended Student Learning Outcomes:								
Intended Student Learning Outcomes	Learning Assessment Measures							
General Program ISLOs	<i>Portfolio of Student works</i>	<i>Capstone Project</i>	<i>Direct Measure 3</i>	<i>Direct Measure 4</i>	Program Survey	“Rate your student” survey	<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. The ability to recognize and solve problems using a proper analytical tools, develop solutions adapted to the current business conditions	Met	Met			Not met	Met		
2. The ability to think strategically, which includes a proper analysis, effective strategic plan, and successful implementation	Met	Met			Not met	Met		
3. The ability to think critically, adopt wide range of analytical tools and methods to solve various business problems and build business models	Met	Met			Met	Met		
4. The ability to communicate effectively: have strong writing and oral skills.	Met	Met			Met	Met		
5. The ability to organize, participate, and manage team work	Met	Not met			Met	Met		
6. Knowledge of business social responsibility and ethical obligations, following the main principles of business social responsibility in projects	Met	Not met			Not met	Met		
7. The ability to integrate knowledge from various functional areas of	Met	Met			Met	Met		

business, social and political science to launch and develop projects in international business.								
8. The ability to organize and develop partnership with a wide range of the actors on the global arena using the deep understanding of actors' roles and functions in the international business	Met	Met			Met	Met		
9. The leadership skills: the ability to organize people and motivate the group toward the common goal	Met	Met			Met	Met		
Proposed Courses of Action for Improvement in Learning Outcomes for which Performance Targets Were Not Met:								
1. 100% textbooks are under revision to ensure up-to-date content delivery								
2. New case studies to be implemented to increase students engagement in critical thinking and analytics								
3. New LMS extends online learning tools								
4. New professors are invited to teach the number of courses								
5.								

Section II: Operational Assessment (Note: Complete this section only if you received first-time accreditation or reaffirmation of accreditation after January 1, 2011.)

<i>UBIS</i>	
Operational Assessment	
Intended Operational Outcomes:	
1.	Students are satisfied with the university courses.
2.	Students are satisfied with enrolment procedure.
3.	Students are satisfied with quality of student services.
4.	Students are satisfied with UBIS academic resources.
5.	Graduates start working on high-quality positions
6.	Students graduate in a timely manner.
Assessment Measures/Methods for Intended Operational Outcomes:	Performance Objectives (Targets/Criteria) for Operational Assessment Measures/Methods:
1. <ul style="list-style-type: none"> – Annual Student Satisfactory Survey – Program Survey 	<ul style="list-style-type: none"> – 90% of students answer “yes” to the question: “All things considered, are you satisfied with your studies at UBIS?” – “Interaction with your instructor” block of questions get at least 80% from possible points
2. Student Enrollment Survey	90% of students answer “yes” to all the questions
3. Annual Student Satisfactory Survey	90% of students answer “yes” to the questions: “Are student services representatives knowledgeable and helpful?”
4. <ul style="list-style-type: none"> – Annual Student Satisfactory Survey – Program Survey 	<ul style="list-style-type: none"> – 90% of students answer “yes” to the questions: “Does UBIS provide you with sufficient academic resources?” – “Study materials” block of questions get at least 80% from possible points
5. <ul style="list-style-type: none"> – Annual UBIS Report – Alumni survey 	At least 95% of graduates will start working on high-quality positions

	At least 90% of alumni answer “Very well” and “Well” to 80% questions
6. Report of Registrar’s Office	At least 90% of undergraduates will complete their bachelor program within four years and at least 90% of graduates will complete their master program within 2 years.
Summary of Results from Implementing Operational Assessment Measures/Methods:	
1. According to the survey results, 87 % of students are satisfied with the studies at UBIS. 75% of students are satisfied with interaction with the course instructors. Most of the students ask more office hours and mor active faculty involvement in communication.	
2. Student enrollment surveys show that all new students are satisfied with the enrollment process. UBIS has 100% students’ satisfaction of enrollment process	
3. 98% of respondents are satisfied with the students’ services. Every student has student advisor, who follows student from the start point to the date of the graduation.	
4. 80 % of responders are satisfied with the quality of study materials, delivered by UBIS. UBIS works hardly to update study materials and the library. This year 100% materilas will be revised	
5. According to surveys and direct calls, all the graduates, who wanted to work, found positions in various business fields. 40% started their own business, 25% were promoted within the first year.	
6. Report of Registrar’s Office. According to registrar 95% students graduated the programs in time.	

Summary of Achievement of Intended Operational Outcomes:								
Intended Operational Outcomes	Operational Assessment Measures/Methods							
	<i>Annual Student Satisfactory Survey</i>	<i>Program Survey</i>	<i>Student Enrollment Survey</i>	<i>Annual UBIS Report</i>	<i>Alumni survey</i>	<i>Report of Registrar's Office</i>	<i>Operational Assessment Measure/ Method 7</i>	<i>Operational Assessment Measure/ Method 8</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 are satisfied with the university courses.	Not Met	Not Met	N/A	N/A	N/A	N/A		
2. Students are satisfied with enrolment procedure.	N/A	N/A	Met	N/A	N/A	N/A		
3. Students are satisfied with quality of student services.	Met	N/A	N/A	N/A	N/A	N/A		
4. Students are satisfied with UBIS academic resources.	Met	Met	N/A	N/A	N/A	N/A		
5. Graduates start working on high-quality positions	Met	Met	N/A	Met	Met	N/A		
6. Students graduate in a timely manner.	Met	Met	N/A	N/A	N/A	Met		
Proposed Courses of Action for Improvement in Operational Outcomes for which Performance Targets Were Not Met:								
1. UBIS revises current program and develops new concentrations								
2. New faculty are hired for the number of courses								