ANNUAL CAPSTONE AND PROGRAM REVIEW

Program: Business Administration
Year: Spring 2015
Prepared by: Dr. Sheri Grotrian-Ryan

COLLEGE MISSION: In educating the individual to the benefit of society, Peru State College cultivates the capacity and propensity for life-long learning by fostering independent inquiry and promoting the value of knowledge and discovery. Through innovative undergraduate and graduate programs, Nebraska's first college continues its commitment to making a vital contribution to the future of the region and the state.

PROGRAM MISSION
The School of Professional Studies offers programs to prepare students for a wide range of occupations in business, government, and nonprofit organizations. Our programs are designed to provide marketable skills and knowledge, preparation for advancement on the job, and a strong foundation for graduate study.

INSTITUTIONAL GOALS

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<th>INSTITUTIONAL GOALS</th>
<th>PROMOTED IN PROGRAM MAJORS VIA:</th>
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<td></td>
<td>Related Instructional Component(s)</td>
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Development of effective communication skills

- Students work on communication both in class and online through discussion boards, research papers, written coursework, individual and/or group presentations, in-class discussion topics, simulation-type exercises, and debates.

Development of computer and information literacy

- Many tutorials are available to students to aid them in navigating the library research databases. Faculty are instrumental in ensuring students understand the relevance of quality data based upon the validity and accuracy of specific types of references. Application can be demonstrated in various written and oral presentation assignments.

Development of critical thought and intellectual capacity for change

- Various analytical games, simulations, case studies and other instructional techniques are utilized to increase student engagement while yet relating curriculum to real-world applications.

Preparation to assume social and civic leadership roles

- Students learn and demonstrate an understanding of social, political/legal, environmental, ethical, and technological issues in business, enabling the ability to further understand change and the capacity to lead change. Courses in the curriculum use some form of leadership development: group/team leaders, class leaders, leadership coursework or other related assignments. Students also demonstrate leadership roles in extracurricular activities, whether academic, athletic, or social.
Analytical case studies are often implemented within courses in which students need to assess aspects of real-world situations and understand the interworking relationships of various issues. Ethical issues are presently addressed in nearly all textbooks/courses. In addition, cultural diversity the appreciation for our global environment is often stressed within the curriculum as well.

**PROGRAM GOALS**

To demonstrate an understanding of the...

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<th>PRIMARY MEASUREMENT METHOD(S)</th>
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<td>Impact of the competitive, economic, legal, political, and social environments on organizations;</td>
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<td>Concepts, processes, and institutions involved in the production and marketing of goods and services;</td>
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<td>Means and consequences associated with alternative approaches to financing organization;</td>
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<td>Methods of accounting and quantitative analysis;</td>
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<td>Role and utility of current application software and corporate information systems;</td>
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<td>Principles of organizational theory, behavior, and communications;</td>
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<td>Corporate planning process as well as approaches to identify and resolve strategic problems;</td>
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<td>Techniques and resources available to research companies, industries, and best practices.</td>
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**DESCRIPTION OF CAPSTONE EXPERIENCE**

BUS 495 Business Policy is intended to be a challenging and exciting capstone course for the undergraduate business curriculum. It is primarily a course about “strategy” and “managing for success.” Based upon the course description, the course requires students to demonstrate the ability to analyze a firm’s internal and external environments and to apply concepts, theories, and analytical models related to the formulation and implementation of business-level and corporate-level strategies through critical thinking and problem solving. The students were charged with communicating solutions to case scenarios both in writing and through an oral presentation. They individually assessed three case studies at great length, one of which they presented verbally. The case study analyses involved the students addressing a traditional in-depth SWOT analysis, calculating relevant financial/performance indicators, identifying key issues and alternatives, and making informed recommendations based upon their assessment. Other relevant assessments were assigned throughout the term as well, including selected textbook work, quizzes, and a career/personal reflection module. Finally, the BSG simulation was utilized throughout the course. This utilized a team environment in which they competed against one another within the industry. During this spring semester, 50 students were enrolled (32 online; 18 on campus).
In general, from the course outcomes, it appears the Business Program is meeting institutional goals and departmental goals.

From the course: For the past several semesters, a common concern is the ability for students to handle financial analysis. To continue addressing this, a more comprehensive financial analysis section is stressed within the case study rubric. Students were fully aware up front of their expectations when completing each case analysis and Chapter 4 in the text is covered prior to any case analysis being due; Chapter 4 is a nice in-depth review of all financial ratios/calculations. Feedback continues to portray some dislike for the YouTube presentation; however, for the capstone course, it is important for students to demonstrate their ability to handle a formal presentation. The students were instructed to play the role of a consultant who had analyzed a specific organization (case study) and was then meeting with the upper executives to discuss the findings/recommendations.

This semester, the BSG simulation was again utilized, both online and on campus. With 50 students enrolled, there were three industries with a total of 16 teams competing. Because of previous feedback/concerns voiced by students, the instructor set up groups based upon their schedule of availability. Students were asked to provide information at the onset of the course regarding when they typically do most of their work; those with similar schedules were grouped together. All students earned a grade for the simulation component.

At the conclusion of the simulation, each individual made their own presentation regarding their company’s performance within the industry for the online section. This allowed an opportunity for all individuals to demonstrate their understanding of the BSG simulation; it is much more difficult to present on this simulation if one did not fully participate. Thus, this provided an opportunity for differentiation among the students. On-campus students presented in their groups. It was done in real-time during class sessions allowing the instructor to address questions to each individual, requiring each student to demonstrate their own understanding and participation level within the game. The Learning Assurance Report (LAR) is provided within Appendix A. It compares PSC students to students all over the world competing in the BSG simulation. When comparing to the past term, many of the learning measures decreased in score; however, the students who did not fully participate (low outliers) appeared to negatively affect the overall averages.

Additional evidence of student success is demonstrated by the following notifications student groups received at various points throughout the simulation (notifications sent to top 100 teams worldwide):

- 1st best overall Game-to-Date Score for the week among all competitors worldwide (2 times)
- 15th best overall Game-to-Date Score for the week among all competitors worldwide
- 17th best overall Game-to-Date Score for the week among all competitors worldwide (2 times)
- 33rd best overall Game-to-Date Score for the week among all competitors worldwide
- 42nd best Stock Price for the week among all competitors worldwide
- 47th best overall Game-to-Date Score for the week among all competitors worldwide
- 62nd best EPS for the week among all competitors worldwide
- 81st best Stock Price for the week among all competitors worldwide
- 89th best Stock Price for the week among all competitors worldwide
- 95th best ROE for the week among all competitors worldwide

In end-of-course feedback that students are encouraged to provide on the discussion board, many students continued to express similar feelings to others who previously completed the course; students are on one end of the spectrum or the other—they have a love-hate relationship with the BSG simulation. Like the previous semester, there were very few complaints during the actual simulation. Several students enjoyed the personal reflection that is assigned as part of the career module. A few more negative comments were received regarding the YouTube requirement, but yet students indicated they understood the necessity for a verbal presentation; ultimately, some students simply do not like the work entailed with the assignment or are simply reluctant of posting a video online. Overall, students are very complimentary of the course content and scheduling. They are not surprised at any time as all content is available from the onset.
At the conclusion of the course, the following grade distribution resulted: 25 students earned an A; 7 students earned a B+; 2 students earned a B; 5 students earned a C+; 8 students earned a C; and 3 students earned an F. The mean course average for students enrolled was 83% with the high average being 97% and low average being 44%.

From the comprehensive assessment: A faculty-designed comprehensive business assessment was again utilized this semester; it was first implemented Fall 2014. The exam questions are based upon the business core courses (see Appendix B). The intent was to ensure content-appropriate questions are utilized in relation to concepts taught in the core curriculum. A total of 49 students fully completed the assessment. The mean score on the assessment was 70/100, which relatively consistent from the previous term (68/100). The highest score on the exam was 92/100 and the lowest score was 37/100. Of the 49 students who took the exam, 1 earned a score that would correspond to an A; 3 earned a score that would correspond to a B+; 6 earned a score that would correspond to a B; 11 earned a score that would correspond to a C+; 6 earned a score that would correspond to a C; 4 earned a score that would correspond to a D+; 6 earned a score that would correspond to a D; and 12 earned a score that would correspond to an F. From Table 1 in Appendix B, one can assess how students fared in the various ten major content areas as covered by this new assessment.

From the business program survey: This semester, the same anonymous Blackboard survey was utilized for student feedback and self-reporting. The survey that is utilized provides a wealth of qualitative data. Of the 50 students who earned a grade in the course, 47 students completed the program evaluation.

Business Major Feedback: All student comments were positive toward their program of study and how it could impact their future careers. Students that are currently fully employed indicated the coursework is on track with content they need to know/understand; they further indicated they feel more prepared for advancement.

Communication Feedback: A large majority of students provided positive feedback regarding their development of communication skills. A few outliers provided examples as to why they were dissatisfied; it was not necessarily consistent dissatisfaction rather a specific instance. A large portion of the students indicated their confidence levels had risen due to verbal presentation assignments—both in class and/or on campus students. A few students even indicated the constructive criticism received from faculty on proper writing techniques was appreciated. Courses/assignments/experiences specifically mentioned included Business Policy, the BSG simulation, YouTube presentations, Business Law, and Phi Beta Lambda.

Business Literacy and Applications Feedback: Again, the majority of students were positive with their remarks indicating they felt better prepared and more skilled with their ability to utilize various business applications, including computer applications. A couple of specific remarks included the desire to utilize Excel in more coursework throughout their education. Courses/assignments specifically mentioned included Web Page, Business Policy, CMIS 101, writing code, setting up networks, Database Development, programming, Access, and Accounting software.

Critical Thinking Feedback: Most students provided positive comments regarding the development of their critical thinking skills. They specifically addressed their critical thinking ability due to participating in simulations, completing case studies, and researching/writing analytical papers. A few online students indicated the discussion board proved to be useful in developing critical thinking as many views/opinions are shared that one may not have originally thought of.

Handling Change Feedback: Mixed results were received when students were asked about their ability to handle change. Some students felt the coursework aided in their ability to handle change. A couple of students indicated at this point in their lives (nontraditional students), they have already experienced a multitude of changes; it was stated that life, in general, prepares one to deal with change and learn to adapt. Specific courses/assignments that students believe help in their ability to handle change included discussion board topics, Employee Training & Development (specifically reading Who Moved My Cheese?), and simulations.

Assume Leadership Roles Feedback: A large number of students asserted their coursework aided their ability to assume leadership roles. A couple of students had indicated they felt prepared prior to their coursework, but they are now even more confident after participating in the coursework and learning more business-related concepts. Specific courses/assignments/experiences mentioned included Organizational Behavior, Employee Training & Development, Human Resources Management, Leadership of Teams & Organizations, Business Policy, PBL, group projects,
simulations, and being a student-athlete on the baseball team. A couple of individuals mentioned that coursework was helpful, but they believe job experiences will help reinforce one’s ability to assume a leadership role.

*General Coursework Feedback:* The large majority of students stated their appreciation for lifelong learning and becoming well-rounded individuals; students believe the general education program does an adequate job at the College. A few mentioned that these courses are helpful in providing a break from some of the more technical information from their major. One student indicated he/she felt more in tune with current events and was able to recognize more going on in everyday life based upon being an active learner in gen ed courses. A couple of specific courses that received positive praise included the History of Rock & Roll and courses related to ethics and leadership.

*Other Comments:* A few additional comments were shared at the end of the survey; however, many reiterated comments that had been stated in previous questions or some were very geared toward a personal opinion. Several of the individuals provided positive commentary about their experiences with professors and the College in general.

*Comparison data among majors:*

Due to the slight difference in core courses and overall requirements between the traditional Bachelor of Science degree versus the Bachelor of Applied Science degree, course outcomes were compared/contrasted. The following helps delineate the specifics:

- Overall course average for 16 BAS students: 88%
- Overall course average for 34 BS-Business Administration students: 81%
- Written case analysis scores: BAS students earned a higher average (43/50 versus 36/50)
- Verbal case presentation scores: BS students earned a slightly higher average (63/75 versus 61/75)
- Simulation assessment: BAS students earned a higher average (164/200 versus 144/200)
- As a reference, the following information helps to demonstrate the specific outcomes within the major:
  - 6 Accounting students: 5 A; 1 C
  - 5 CMIS students: 2 A; 1 C; 2 F
  - 14 Human Performance/Management students: 4 A; 3 B+; 2 B; 1 C+; 4 C
  - 7 Marketing students: 3 A; 1 C+; 2 C; 1 F
  - 1 Dual-option (Mgmt/Mrkt) student: 1 B+
  - 1 Triple-option (Mgmt/Mrkt/CMIS) student: 1 A
  - 16 BAS students: 10 A; 3 B+; 2 C+; 1 C

**CONCLUSIONS**

The Business program will likely continue to see positive results from the restructured curriculum that was implemented Fall 2012. Faculty members continue to provide useful feedback and suggestions in our School meetings in an effort to ensure the curriculum meets industry needs. Upon the arrival of a new Vice President of Academic Affairs for the 2015-2016 year, the School of Professional Studies may reassess the program to see if any additional modifications need to occur. Additionally, the incoming VPAA has indicated the use of local business focus groups to ensure students are gaining knowledge and skills that the workplaces are looking for. Furthermore, faculty members continue to enhance student engagement opportunities in and outside of the classroom with various creative initiatives.
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<th>LEARNING MEASURE</th>
<th>STUDENT / PARTICIPANT</th>
<th>LEADERSHIP SKILLS</th>
<th>COLLABORATION &amp; TEAMWORK</th>
<th>FINANCIAL ANALYSIS</th>
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<th>CORPORATE SOCIAL RESPONSIBILITY</th>
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**Class Average**  
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*Comparison of outcomes from previous terms on the next page.*
Comparison of Previous Class Averages on BSG Simulation LAR

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Table 1
*Profile of Peru State College Seniors Proficiency by Content Areas*
*Percentage of Questions Answered Correctly - 10 questions per content area*

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<tr>
<th>Content Area</th>
<th>Average % of Questions Correct</th>
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<tr>
<td>1) Accounting</td>
<td>68%</td>
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<tr>
<td>2) Law</td>
<td>62%</td>
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<tr>
<td>3) Marketing</td>
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<td>4) Production/Operations Management</td>
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<td>5) Business Finance</td>
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<tr>
<td>6) Organizational Behavior</td>
<td>82%</td>
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<tr>
<td>7) International Business</td>
<td>78%</td>
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<tr>
<td>8) Economics</td>
<td>62%</td>
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<td>9) Information Systems</td>
<td>65%</td>
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<td>10) Business Policy</td>
<td>58%</td>
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<td><strong>Overall Average of Student Test Scores</strong></td>
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1. **How well did the courses you took as part of your business major prepare you for life-long learning?**

**Student 1:** I think that they prepare us pretty well to further our education either through more schooling or work life. I do not understand the work load for some classes, though, especially when there are super long homework assignments, two discussion boards, and a quiz. We are all taking more than one class most likely, and I do not find that I learn anymore from these type of classes than I do more manageable course loads.

**Student 2:** I felt like they were well rounded and will help me down the road.

**Student 3:** It kept my focusing on schedule and I learned a lot about running a company.

**Student 4:** I feel the courses provided me with the knowledge needed for real world application.

**Student 5:** The business courses are well designed for my major and prepared me for life-long learning. The business courses prepared me to be able to communicate effectively orally, presenting, running a meeting, and in writing. Moreover, I was able to receive feedback from my colleague to improve my skills.

**Student 6:** The courses were very informative and I felt that they were current as to what is out there in the business world today. The courses prepared me to be ready to present presentations and to be well rounded in business such as, marketing, accounting, and management.

**Student 7:** It truly is a Capstone course because it put a nice tight cap on the knowledge that I have learned throughout my time at Peru State College. It prepares you for a career in the corporate world in my opinion. I feel this class has gotten me a step closer to working for a professional organization. Many people will go on to be managers of department stores, warehouses and financial offices but I have corporate aspirations. I believe that this course has given me more knowledge to make my corporate aspirations come true. As far as the other classes, they have all been great at preparing me for work in the real world. I was a bit skeptical because I am an online student at thought the education would lack a bit but it has actually been very educational and I am very glad that I chose Peru to complete my education.

**Student 8:** In my current job the skills from my business major won't help me at all. I do expect at my next job to use the skills that I learned from my business major.

**Student 9:** It prepared to very well by communicating with my group and learning each chapter.

**Student 10:** Too early to tell. I am in an entry level position currently. I expected to land a higher caliber position with a BAS in Business Management. Only time will tell.

**Student 11:** The courses I took as part of my business major were very useful in preparing for life-long learning. I'm a non-traditional student with some life experiences already under my belt, but the courses provided additional insight to many areas.

**Student 12:** I would say that it has educated me on the economic and personal side of business and shown me that there is a lot to business and management.

**Student 13:** The courses have allowed me to develop a greater mind for understanding how business's work and how much goes into running a company.

**Student 14:** I think they provided a good basis for developing my writing skills, and critical thinking skills. They were challenging enough that I had to really study the material and not get by with minimal effort.
Student 15: I think that the courses I took helped me prepare very well for my future. All of the courses provided me with good knowledge about different scenarios that could happen in the real world. Also, the courses I took had some challenging assignments that allowed me to put knowledge into play to achieve the grade that I wanted to obtain.

Student 16: <Unanswered>

Student 17: They were good for preparing me for the world of business and teaching me life-long lessons along the way.

Student 18: I think the courses were very applicable to business work in the real world. In particular, I thought that the technical classes, like the database course, and the business communication classes did a good job of preparing a student for what they will see in the office.

Student 19: I realized that I really have to focus and time manage better.

Student 20: The courses I have completed have led me on a path of continued learning. What I mean by that is that business, as with many other things, are ever changing, and the courses have given me a great foundation for that.

Student 21: My business courses at Peru State College have gave me insight to the business world. Strategies, World Cultures, and Accounting functions as well as business values and cultures. I have learned a lot over the past three years.

Student 22: very well

Student 23: The courses have been great. Since I am already working, I have had the advantage of being able to apply the skills I have learned on the job. I also love how most of the classes were very interactive and I got to learn a lot.

Student 24: They taught me different approaches to dealing with conflict and success while running a business. How to work with different types of people from different cultures and personalities. I feel confident in taking on a position in the business world.

Student 25: I believe the courses I have taken as part of my business major have adequately prepared me for life-long learning.

Student 26: Being in the workforce already and well into my career, alot of the material that I went through at Peru St. I can relate to. Working and going to school seemed to help me both at school and at work. It made my journey alot easier.

Student 27: The courses I took at Peru were as expected. They prepared me for the business world and have given me many advantages already in my career. I will be able to use these skills for the rest of my life. Completing school with a business degree has been a long road and a big goal for me. I now know that hard work pays off to get what you want. I hope this degree will help me find a job that I enjoy going to every day.

Student 28: Being an older student this did re-enforcement some business concepts

Student 29: The courses were great. I very much enjoyed how well they were woven together with common themes and key points. This layering effect allowed for repetitive learning of the material and just how it is all inter-related.

Student 30: They were spot on. I absolutely fell in love with the business program here, hence, a triple major. I am very prepared for life-long learning.

Student 31: Very well, through working in teams and professional presenting information and being intellectually challenged I have been prepared for life-long learning.

Student 32: I feel like the courses that I took as part of my business major were very beneficial for my future as this will serve as the backbone of my education as I look to broaden my knowledge in the future. Each course had a specific concept that was being taught while at the same time much of the courses had information overlap which helps reiterate the concept even more. In the future of life-long learning, the wide variety of courses such as accounting, finance, human resources, employee training just to name a few will all give me an educated understanding those practices so that I can be successful and even grow educationally if so desired.
Student 33: I think many of the courses I have taken over the past 5 years have helped prepare me for life-long learning after college. Many courses have taught me to have patients with learning. My business courses have also helped me see different perspectives on situations and how to deal with disagreement on decisions.

Student 34: The courses I took as part of my business major prepared me for life-long learning by reflecting and applying it to real situations that I would then be able to understand once I get into the workforce.

Student 35: After a few years of college, I started to retain a little bit more of the information regarding management. I learned more about business accounting than I thought I would, and I will take that knowledge with me in life.

Student 36: I would say that they laid a lot of groundwork and direction for what I will need to keep learning throughout my lifetime. There were some things I expected to learn that I will have to go out and find my own resources for, however there were also numerous things that I had never thought about before that will be of a major help in the future.

Student 37: Honestly I do not think I could feel more prepared than I do. When I interviewed for my job they told me that even though I had no previous business experience they felt I had extreme knowledge in the marketing field. Every course taught me a different aspect of business, and I feel extremely prepared.

Student 38: I feel that I have learned a lot of valuable information throughout my time here at Peru State College. I have learned a wide variety of different aspects which I will use within my career.

Student 39: My business and leadership courses were extremely helpful and made me excited to continue my education after college. Other supplementary courses, such as the computer courses and economics courses did little to prepare me for future learning. Those were just classes that I would go through the motions in to complete my degree requirements. They didn't really seem to offer the content or instruction that I needed to prepare myself for a future career in business or continued education.

Student 40: I believe my courses prepared me for the professional world.

Student 41: They did a great job preparing me for life-long learning. The business world is always evolving, so I have to be prepared to keep up with current trends and new technology that will have an impact on the way business is done.

Student 42: I think knowing and learning about how things have changed over the years, not only in business but in the way of life, prepares me in knowing that new things will always be introduced. This means that I should always be prepared to learn new things. Knowledge is power.

Student 43: I feel that all of the courses I have taken have helped me understand the business world and I feel confident that I will be able to use the things I have learned to succeed.

Student 44: I feel like this course gave me decent preparation for life long learning. The strategy game gave me a wide view of the overall process of production and sales and opened my mind to the enormous amount of small details that it takes.

Student 45: The courses I have taken while attending PSC have prepared me for many aspects of life-long learning. Peru State College has given me the opportunity to prepare for real world situations. In all of my career path visions I see myself as a leader whose team understands its compelling direction and has sight on its goals.

Student 46: They helped me better understand what actually happens behind the scenes of each part of the business. For example, marketing helped me understand how the company does all their marketing and spends and receives money. Or how the economics of a company make changes on to how the prices will fluctuate. All in all each individual class that was taken helped me understand different objectives within a business.

Student 47: Very well. All of the classes had pertinent information, and even some of the information that wasn't explicitly stated in the class (such as Excel being the greatest calculator ever) will be info that I bring into my professional life forever.
2. How well did your business courses prepare you to be able to communicate effectively both orally, for presenting, running a meeting, and in writing?

**Student 1:** I think I am very well prepared for these communication practices. I just did an interview last week, and I was not even nervous because I have been exposed to public speaking and making case presentations, and knew that my resume and things were in order.

**Student 2:** I feel more prepared than ever to speak orally in front of others. Even in an online atmosphere and just doing presentations on youtube the classes have helped tremendously. I feel prepared in the other areas also.

**Student 3:** The presentations helped me work on my ability to voice my knowledge. I was online so it was more YouTube use. However, it can still be nerve racking.

**Student 4:** The courses along with my experience have allowed me to run meetings and communicate effective in the business setting.

**Student 5:** <Unanswered>

**Student 6:** Many of the courses had a lot of writing assignments, which were very helpful in building my writing skills. The Professors provided great feedback on tips and lessons to take in consideration to create better writing skills. Presentations were also helpful because they allowed you to become more comfortable in talking amongst a group of people.

**Student 7:** The business courses have definitely improved my communication skills. Do not get me wrong, I am quite eloquent with words but lack confidence sometimes when I speak. I have improved greatly over the course of my education but can still improve. As I mentioned in a homework assignment, somewhere along the way I lost confidence in myself and have been spending the course of my education, trying to get it back. This course has been a big help at doing that.

**Student 8:** As an older college student and full time employee, prior to taking classes at PSC, I had experience where effective communication was critical. The business classes didn't give me any new material for effective communication, but they did allow me a good review.

**Student 9:** Very well. My simulation group talked on the phone on a conference call, we emailed and even met with the one that lived in Nebraska, I do believe we could have done better by researching more on our simulation and taken more risks.

**Student 10:** I failed a class because I did not know plagiarism was using my own paper in another class. Maybe I needed a class to educate me on this instead of tricky wording that was in the course syllabus. Like a snake in the grass, I got bit by it. The Cats lab was a joke in getting paper help. If you needed basic checking of punctuation than there you go. NO ONE AT PSU was useful to help me write papers when I asked for help. Being a non traditional student it was expected of me or more money for PSU if i had to take class over or fail one and take another because of my plagiarism or paper writing issues. Instructor who failed me for my plagiarism episode must not believe in giving second chances as he did not agree to my request without failing me. I believe in Karma, he will have his day when it comes back to get him. The instructor who failed me was condescending and demeaning to me over the telephone. When needing a tutor for statistics I was told “sorry charlie” we don't have one available during summer school. Orally and presenting, running a meeting, either you have it or you don't.

**Student 11:** My business courses did quite well in preparing me to communicate effectively both orally, for presenting or running a meeting, and in writing. The courses have already assisted in my workplace duties.

**Student 12:** I feel that they challenged me to step out of my comfort zone and learn ways to communicate and present ideas and information to others.

**Student 13:** I feel that the courses have really helped my writing and presentation skills. I have never been great at speeches so that is one area that I lack in and it is where online classes can hinder this growth. But with doing some of the presentations over video that has helped some with the oral communication.
Student 14: I did most of my courses on line, so my writing skills have definitely improved a lot.
Student 15: All of my business courses helped me to prepare me to communicate orally by having different presentations that needed to be done. These presentations not only helped me feel more comfortable speaking about a topic that is related to a real world scenario. Throughout my courses, I also needed to complete case studies which helped me to think in depth about the topic and then apply what I have learned in writing.
Student 16: <Unanswered>
Student 17: My business courses have helped prepare me for being able to conduct myself professionally on paper and orally. I believe I am equipped to present information or conduct meetings in a business setting.
Student 18: The writing classes were good and it was good to be required to do a couple of videotaped presentations.
Student 19: I feel very comfortable with this, feeling like these courses have fine tuned me for this.
Student 20: I believe that I will be able to impress my employer. Some of the instructors required excellence in writing, not that stern, but you understood what was required. I have improved my writing skills with effective communication in the program I have completed.
Student 21: I have learned a lot about writing, doing video presentations, using different software and how to express my thoughts to others effectively.
Student 22: exceptionally well
Student 23: My writing and presenting skills are much better and have greatly improved. During my first year of college, I dreaded writing essays and long papers but right now, it is actually something which I enjoy doing. It is pretty natural now as everything flows and I am very familiar with styles such as MLA and APA which are used as writing standards even in the real world. Even though I am online student, the end of term presentation videos required at the end of the semester have greatly increased my presentation skills.
Student 24: I am not fond of presentations, but through this course I have found ways to eliminate this fear by using different approaches that are just as effective.
Student 25: I believe my business courses have adequately prepared me to communicate effectively both orally, for presenting, running a meeting and in writing.
Student 26: I will be the first to admit, that speaking is not one of my favorite things to do in front of people. However, the courses gave me the confidence and not to mention a stepping stone on to how a structure is to give out material.
Student 27: These business courses have helped my writing skills a lot with the proper business terms. I found myself many times knowing more about what was going on compared to the seasoned workers because I knew what all the big bosses were talking about. My writing skills have enabled me to present myself in a professional way. My speaking skills could use some work but that's because of my confidence isn't as high as I would like them to be when speaking in front of many people. My presenting skills seem to be way ahead of a lot of people. I took a few other classes at another school and I was always one of the best presenters because of what these courses have taught me. I haven't had too many chances to run a meeting yet but I know I have the right skills and knowledge to do so.
Student 28: Again re-enforcement more the new ideas.
Student 29: Very well. I actually have run a small business for 25 years. Much of what I learned in business though was from trial-and-error and perhaps a few mentors along the way. While I leaned the mechanics of what to do along the way, after taking the courses I have a better understanding as to why.
Student 30: The best out of any college in my opinion. My speaking abilities are far beyond my peers. Proof of this is shown with my PBL performances. I have been a runner-up because of these.
Student 31: Through working in teams and professionally presenting information and my leadership through Phi Beta Lambda my communication skills have grown and flourished.
Student 32: I believe that the business courses I took will allow me to communicate effectively both orally, for presenting, running a meeting, and writing. Throughout the courses I was responsible for presenting information in front of the class in order to improve on communicating in front of a crowd. This increases the confidence level moving forward and I truly feel that I was given ample opportunities to get this right. Before an oral presentation was made the proper necessary writing materials were produced in order to effectively communicate the information to a crowd orally for the final project.

Student 33: The business courses helped me become more comfortable with speaking in front of groups of people by giving me the opportunity to present information to the class. PBL has helped prepare me with some skills on how to run a meeting more so than courses. My business communications course helped me with my business writing skills and taught me how to correctly write business e-mails and memos.

Student 34: A lot of the time I didn't have ample time to prepare for presentations for my business courses. But the opportunities I had to present prepared me to communicate effectively whether it was presenting or writing a case study.

Student 35: The case study's and some of the professional presentations were good experience. I have never been great or liked public speaking or presenting, but having to do it will help in the future.

Student 36: I definitely learned tons about communication and got alot of practice both in my classes and with my experiences with PBL. Looking back at how I felt regarding presentations in highschool and how much I hated speaking in front of people to where I am today I can see an enormous difference. The main two things I learned are that your preparation will reflect itself in your public speaking, and when you find something you enjoy your performance will be much greater than when you are forced to discuss a topic you are disinterested in.

Student 37: I believe I could run a meeting, give a presentation, anything. I am so confident in my knowledge about marketing and just business in general. I feel extremely confident in my ability to be able to give any presentation or writing and do it well.

Student 38: I still get nervous whenever I have to do any public speaking, but I feel that with the amount of different types of presentations I have completed throughout all of these courses that I will be more prepared for future communication assignments. I have thoroughly learned how to work with others, how to write emails/memos/etc., and how to conduct an oral presentation and what aspects go into presenting.

Student 39: I really enjoyed all of my presentations throughout my program. They were challenging and frequent, which allowed me several opportunities to present in front of my peers. My business courses did little to prepare myself to effectively run a business meeting. I feel that my outside leadership opportunities were what helped developed that quality for me. Writing was a significant portion of my assignments, so I feel I was prepared relatively well in that area. I wish that more teachers would focus on grammar corrections on assignments. That constructive criticism is always helpful in business writing.

Student 40: I am very comfortable with public speaking now and I have not always felt that way. I feel well prepared to present, run meetings and communicate through writing in the professional world.

Student 41: The presentations and class discussions are a great way to give a real world feel on what I will encounter in real world situations. My communications skills were greatly enhanced in orally and writing form that will help me communicate effectively after I graduate.

Student 42: The business courses prepared me very well in both oral and written ways of communication. I've had to give presentations in class and video presentations submitted to YouTube. I believe that all the courses help to communicate the importance of written communication with the case studies, research papers, and business analysis that were required.

Student 43: I am so much better at presenting now than I was as a freshman. I'm very pleased with the abilities I have developed to communicate effectively.

Student 44: I feel like my business courses did an excellent job of blending all of the aspects of communication that I will be asked to use in the future.
**Student 45:** My business courses have prepared me for oral as well as writing communication. When I first got into college my essays were below average and presenting in front of my peers seemed nearly impossible. Now I am in my senior year and seem to not have those issues anymore. Over time I really pushed myself to become a better writer, my writing suffered significantly when I was writing about things we read in class. It wasn't until I had began writing up case study reports and swot analysis before I finally became interested in something enough to write about it. I also feel like my courses have made me prepared for just about anything. Preparation is key when trying to run a meeting, acting on the fly can get tough and cause you to lose the attention of your peers. Having a game plan and executing it has got me through college when it comes to getting assignments done. Presenting in front of people was tough for a while because I had a real big problem with swaying and tapping the table. After constructive criticism from my professors and practice, I am able to recognize my actions and control myself a little better. Being the center of attention has never been my thing but the class sizes at Peru have made me comfortable enough to believe in my work enough to present it to my peers. I was always worried about whether my work was good enough so I was timid to present it to everyone. Faculty here at Peru State has given me the confidence I needed to believe in my work.

**Student 46:** All business classes that I have taken all involved presentations, group work, and many writing assignments so they have all helped me out with being a better presenter. I feel i could be better in all of these fields I could choose the topic and what I was presenting.

**Student 47:** Very well. The classes all have a focus on communication in their own way, and the memos that we had to write in Business Law and Business Policy were particularly good for focusing on the writing side of communication.

### 3. Have your business and computer courses prepared you for real-world business literacy and business applications?

**Student 1:** I really did NOT like the computer class that was required. The set up with the disk and the way you have to go about the whole process of homework was harder to understand than doing the actual project in real life. I run several software programs perfectly in the work force and real life and that class with its setup made my grade a lot lower than what my level actually is.

**Student 2:** I feel prepared for these also.

**Student 3:** I currently work in accounts payable. I believe I have been prepared through college.

**Student 4:** I have gained the necessary skills and business applications to apply them in a real world setting.

**Student 5:** My computer courses prepared me for real-world business literacy and applications. However, I suggest more interactions and involvement from instructors in computer courses.

**Student 6:** Business and computer courses were extremely helpful. I have learned so much and much more about the computer when taking the courses. I feel that both courses have improved my skills.

**Student 7:** The business and computer courses have definitely helped me prepare for real-world business. I loved just about all the classes that I have taken and the ones that I did not like so much were still educational and am glad I took them. I have learned so much and can put the skills to work. Computers is one subject that I excel at but I do need to familiar myself more with Microsoft programs like Excel and Access.

**Student 8:** I would say that the courses would have prepared me for real-world business literacy and business applications. What I learned specifically was the new presentation methods that are out there, i.e. Prezi. I am not sure when I will use these new presentation methods, but it is nice to know they exist. My company currently only uses Powerpoint.

**Student 9:** Yes

**Student 10:** I didn't take business apps from PSU. Literacy falls into the no help on writing papers issue I described in #2.
Student 11: The business and computer courses prepared me for real-world business literacy and business applications. Like I stated, I've already gotten some experience in my life and the courses aided in better understanding programs I work with.

Student 12: I would say yes.

Student 13: I think I am prepared for the work force in the business and computer fields. I hope to get a job in a great company and finally do a job I like.

Student 14: Many of the assignments were taken from real-world situations. There was a higher degree of realism in the course content compared to other courses I have taken in the past. I only took one computer course with little previous computer experience. It was a higher level class so I didn't really get as much out of it as I had hoped.

Student 15: Yes, I think that my business and computer courses prepared me for real world business literacy and business applications. Some of the applications that I came across were ones that I had not seen before so learning about them for the first time helped me to expand my knowledge and see what other applications have to offer.

Student 16: <Unanswered>

Student 17: Yes, my courses have prepared me for real-world business literacy and business applications.

Student 18: I am already working in the real world, and I think these courses were good.

Student 19: Yes I feel very confident it how they have prepared me.

Student 20: The business courses, as indicated previously, has prepared me for the real-world situations, the computer classes has shown me how they apply to different aspect and situations which assist in seeing their application to business as a whole.

Student 21: There are many business applications I have learned about. My intro tech class, the web page development, as well as different strategies and the simulations have helped me learn about different aspects of the business world and applications.

Student 22: yes, extremely

Student 23: Yes they have. During my internship, I was able to directly apply content which I have learned in my classes on the job. Some of those skills included Programming, Microsoft Access, Database and Software Development. I had a much easier time compared to other interns who did not have the same skills as they had not taken those classes.

Student 24: Yes, I have not only sharpened my skills in these areas, but I also feel confident in researching alternative ways to handle this if I ever find it a struggle.

Student 25: Although I believe my business and computer courses have effectively prepared me for real-world business literacy and business applications, I feel more emphasis should have been placed on Microsoft Excel functionality.

Student 26: Absolutely.

Student 27: My business courses have prepared me for the real world in many ways. My computer skills on the other hand seem to be a little low to my standards. I wish there was a little more computer skill teaching with these business classes. I am by no means behind anyone else however; I just wish my skills were a little higher.

Student 28: Yes, I did enjoy the accounting and stats class the most. I do enjoy doing case studies and have used this in my business world. I even had a professor review my work before I presented this to the upper management which really helped.

Student 29: Absolutely. Returning to school after almost 30 years, I was pleasantly surprised how much the gap between academia and the real world had closed.

Student 30: I would say very well. I can effectively communicate with many group of people now. I am very proficient with many softwares.

Student 31: Yes, my business and computer courses have helped me as I have already started my career
Student 32: There is much going on in the real world outside of our school. With the classes offered for my degree I feel like it gave a basic understanding of the concepts and did not delve too deeply into them. The broadness of information being taught probably made for the lack for challenge in the curriculum.

Student 33: My business and computer courses have prepared me somewhat for when I get into the “real-world”. However, for me I learn better when I am actually doing/experiencing the task and not just talking about it.

Student 34: My business and computer courses have well-prepared me for the application of business in the real world, so I will know what to expect when I enter the workforce. A lot of assignments were applicable to future business situations that may arise in the future. Even though technology is every so changing, I have the understanding of computers that will allow me to improve and understand as technology progresses.

Student 35: I have always like to be up to date with technology and best practices, and Peru has prepared me with the CMIS courses.

Student 36: The business courses have been tremendous here. This has greatly depended on the professors, and I have had a few bad experiences where I wish I could have my money and time back, but for the most part it has been good. The computer courses? Lol (then again looking at the majority of the student's efforts, what can you do?)... If the teachers here are going to outsource so much of the work that they get paid to do, at least they could find something more engaging and relevant.

Student 37: Once again my courses prepared me so well. I got so much one-on-one time with my teachers, that they did not just teach me, the truly educated me and prepared me for my future. I am able to use my computer knowledge in the real-world.

Student 38: There's a lot that goes into computer courses, in my opinion, which is why I feel that I won't necessarily remember a lot of that information. I feel that depending on your major, you will take different aspects away from each course. For me, I have mainly learned how to properly communicate with others, how to perform presentations, and what to do in certain business situations.

Student 39: I would say that the combination of this courses have prepared me fairly well. Once again, the computer courses seemed extremely repetitive and redundant, so I am not sure if they have prepared me quite as much as the regular business and finance courses.

Student 40: Yes I feel comfortable with computer applications and real-world business literacy.

Student 41: Yes, they have done a good job preparing me for real-world business literacy and business applications. The information I learned in my business classes will greatly help me in pursuing future endeavours in the business field. This information can also assist me in other areas in my life as well.

Student 42: I do believe that these courses have prepared me for real-world business. My accounting classes have used different accounting software for projects and class material so that we are familiar with it when we get into the work place. Other courses work with Microsoft Office applications on a regular basis increasing our knowledge and abilities.

Student 43: Yes I believe so, writing code, creating databases and setting up computer networks,

Student 44: I don't think that within the business classes there is enough real application of computer skills. I don't feel particularly competent in excel and I feel like it is something that should be stressed much more within the requirements to gain a degree.

Student 45: I believe that the courses I have taken have prepared me for real-world business literacy and business applications. Although I am still learning terms and styles I feel like I have a strong enough base to work in the “Real-World.” My professors have prepared our problem solving capabilities with real life situations while allowing us to still have creative minds to come up with our own ways of success. I have a great understanding of how to use access, word, power point, excel, and a few other computer applications because of my education here at Peru State. The computer courses here at PSC have taught me how to use a computer for efficiency purposes and strategic purposes.

Student 46: Yes, I am a computer major so all the business classes and computer classes have impacted me a lot on what i need to use in my future for an IT department job.
Student 47: As I mentioned before, I never realized that Excel was such a great calculator until going through Accounting and Business Finance, as well as Operations Management. Otherwise, Business Policy itself and the Business Strategy Game do an excellent job of prepping students for the real world and how corporations are run.

4. How would you rate business coursework for the development of critical thinking skills through the use of case studies, analytical papers, projects, and practice applications?

Student 1: Fairly high, in many of my classes we were to take on many case and analysis papers and projects. If I were asked to do this in a job or career, I would definitely feel comfortable doing it and using my past homework as an example or guide.

Student 2: I have felt like the case studies in this class made me think a little more about real world situations and how to handle change along the way. The BSG project would've been more enjoyable had I been able to work on it alone but the group idea makes sense as that is how real world would be.

Student 3: I like how the business coursework is set up. It is not only challenging, but it is doable. As a fulltime student that works full-time, I really appreciate this.

Student 4: I would rank them at a 6 with a scale from 1-10 with 1 being the worse and 10 being the best.

Student 5: The case studies, analytical papers, real life experiences in the business world. However, individuals might handle situations differently.

Student 6: On a scale of 1 to 10, the business coursework for developing critical thinking skills is a 10 – excellent. I analyze my work and others so much better. I feel that my skills have improved as well as developed new skills along with them.

Student 7: To be honest, at first I really hated the case studies in all the classes I had to do case studies for. Doing the case studies forced me to think and analyze. Upon completion of the case study, I realized that I actually learned and improved upon my analytical skills. I am now glad that I did the case studies and the practice applications were fun! I have certainly improved upon my critical thinking skills and research skills.

Student 8: The use of the discussion board was more beneficial to critical thinking skills than the rest of the coursework. The DB threads showed different perspectives and allowed for students to see different opinions that they might not have thought of (happened a few times to me).

Student 9: <Unanswereed>

Student 10: I enjoyed case studies. Time will tell, I will let you know when I get a better job and if I get a better job than I have now.

Student 11: The coursework is excellent for the development of critical thinking skills through the use of case studies, analytical papers, projects, and practice applications. Some of the coursework was quite hands-on, and all of it provided excellent, thought-provoking experiences.

Student 12: I think that the coursework was challenging and made you work on your ability to research information and then put it into context in all areas listed.

Student 13: The case studies are very good for creating critical thinking skills and I would give the coursework a very good rating.

Student 14: I would rate them very high. There was a lot of emphasis on analysis. Maybe a little to much emphasis sometimes. The discussion board assignments did provide a lot of opportunity to practice critical thinking, although it did depend more on feedback from other students. More feedback from the instructors would have helped in some classes. On some of the discussion boards there was no feedback at all.

Student 15: I would rate the business coursework an 8 because I felt that between the case studies, analytical papers, projects, and practice applications they really challenged me to think about the subject and then apply my knowledge. These different things were not just about answering the questions from the book, but the professor wanted us to find outside sources to support why we put the certain information in our paper.
Student 16: <Unanswered>
Student 17: This was exceptional. My critical thinking skills were definitely developed and put to the test.
Student 18: I think the coursework was relevant and practical
Student 19: It rates up there high, I learned the labels that we put on things and the reasoning behind it.
Student 20: Each and every situation indicated in the question has assisted in critical thinking of the applications in the business world. They, each in their own way have shown me different approaches and applications to the business world.
Student 21: I would rate them as a 8 out of 10. Sometimes on line classes are hard to work through, and it is a lot of self teaching.
Student 22: sufficient
Student 23: I would rate it at 9/10. I think people from all majors should take some business classes as most of the content is very applicable in real life situations e.g. During the calculation of taxes, mortgage payments, applying for a loan, crisis management, interview skills and many more. The case studies increase student's awareness of their surroundings by providing an in-depth look of most huge corporations, how they make decisions and how they operate.
Student 24: The casework was very challenging and put your critical thinking skills to work. I was thankful for the practice applications which helped me to get a grasp on the idea before actually committing to the outcome right away.
Student 25: Personally, I feel there was a great deal of busy work in many of my business courses. Some courses did, however, provide many valuable lessons through assigned work.
Student 26: Being an online student, I would have to give it a 8.5 out of 10. Peru St. and the instructors can give us the information, but it is up to me to apply myself to do the work and retain the information.
Student 27: The business coursework for these topics would rate pretty high in my book. The amount of papers and case studies I have done have taught me a lot about breaking down other companies and their strategies. I look at business differently than I did when I first started school and I think it has helped me out a lot.
Student 28: High
Student 29: The best part of the coursework for me was the case studies and practice applications. I've always leaned better seeing it practice rather than in print.
Student 30: I would rate it 10 out of 10. All of the classes have prepared me by making me do these things in class.
Student 31: I would rate them very highly although did not enjoy doing them.
Student 32: I feel like by assigning case studies and analytical papers only is a bad idea and really seems like strickly busy work. In real life, there is a reason why the case study and analytical paper is being written but here it is just do this assignment with all these requirements when the real world will expect something different. Projects can be more hands on and therefore give a better reinforcing context that is more real world suitable with variables and life situations. Practice applications are good as well since they provide more of a first hand active education rather than a passive education which is not fully conceptual in the lesson. Critical thinking is more than just reading an arbitrary story out of a text book and then writting a minimum page paper. That is both not motivating at all and a waste of educational value.
Student 33: On a scale of 1 to 10 I would rate the business coursework for critical thinking a 9. Most of the professors do I good job of getting their students to think through these practices. I have experienced some professors who obviously do not read through your paper, case study or whatever it may be. This results in poor feedback so you’re left not knowing if you are understanding the topic.
Student 34: On a scale of 1-10, I would rate business coursework for the development of critical thinking skills through assignments a 8. You really have to apply yourself and think critically when completing a case study. It all relates back to course materials and having to apply what you learned is challenging.
Student 35: of the papers and case study's I have written have made me think critically.

Student 36: The only thing I didn't like about the case studies and projects was that it taught you how to BS and make fluff out of information that other people gathered for you. I would have liked to learn how to gather that information myself.

Student 37: My critical thinking skills have improved so much since high school it is crazy. I am able to write a paper or a case study with no problem because I am able to analyze it and think about it critically and in a different way than I did before.

Student 38: I don't know.

Student 39: I can't remember how many case studies or “real-life application” projects I have completed in the past three years, but I do feel that the portion of the material was excellent.

Student 40: I think the business coursework is well rounded and prepares students for real world situations.

Student 41: I would rate business coursework for the development of critical thinking through the use of case studies, analytical papers, projects, and practice applications at a 9. Most of these assignments were applicable to the information being learned from the class. Some of the assignments seemed like busy work, but for the most part the assignments were related to the class.

Student 42: I believe that the coursework does help to develop critical thinking. I prefer papers and projects like this versus regurgitated homework that is not really applying information or knowledge to different “real life” situations.

Student 43: I would rate this program very high, I am happy with the education that I have received.

Student 44: I would rate the coursework a 7/10 based on the fact that I think we covered interesting and appropriate material but overall the difficulty level does not appear to translate comparably to the real world.

Student 45: Since I am not in the “real-world” yet I can not tell you whether or not the coursework will pay off but I will say this I am prepared for almost any task that will be asked of me in the business world. All of the projects we did in class are only a small portion of what we will have to be doing in our future which I am fully aware of. Without sports taking up my free time I will be able to focus my mind strictly on my projects which will allow my competitive nature take over and bring out my best work.

Student 46: I would rate the business coursework at an A+ because we covered everything from case studies, papers, projects, and many different applications.

Student 47: Critical thinking is key to success within the business department here at PSC. The professors all do a great job of presenting information, and then giving assignments that test our ability to use that knowledge in real-world situations, where the answer might not be so clear-cut or there might even be multiple answers possible.

5. How well did your courses prepare you to handle change?

Student 1: My whole life has prepared me to handle change and organized chaos.

Student 2: I honestly can't think of a time I learned how to handle change differently than how I handle it now.

Student 3: The discussion boards in most classes every week lead me to change my thought process constantly.

Student 4: In my profession I handle change daily and I do not feel the courses enhanced my ability to handle change.

Student 5: The concepts in courses prepared me to handle changes.

Student 6: Every course was different, so change is something I handle much better now. Change does not bother me at all.
Student 7: The courses helped in preparing for change but they were mostly designed to educate me in a particular subject. Dealing with change is something that I have learned on my own. One class that stands out with helping to deal with change is the time I took employee training and development. A book that we read called “Who Moved My Cheese?” was a great book that helps to deal with change. I have been through many changes in my life and it is the experience of dealing with these changes that has given me the most knowledge of dealing with change.

Student 8: The courses didn't help me with handling change. At the beginning of each class I would get nervous and have to ask myself why am I doing this. This would usually last for a couple of weeks and then pass...until the next semester. Each person handles change in their own way.

Student 9: 8, this course had more assignments that I haven't done before, for example I've only done one other case study but I was taking the course the same time and I've never done a simulation.

Student 10: No support from PSC when I failed a class due to using my own paper in another class. See #1 Told to suck it up and take the F and take another course to satisfy grad requirements. Basically it was assumed an appeal to f in class and in reality I would lose. If I want to clear F then retake the class and give PSU more $ to get a passing grade.

Student 11: The courses offered many tools to assist in adaptability to change.

Student 12: It made me adjust and change in both ways I prepare, adapt, and present things. It made me realize that change is not a bad thing and that you have to find good in it.

Student 13: I handle change fairly well from moving a lot as a kid so having to change within a course and learning new ways is a great advantage.

Student 14: A lot of the course work focused on how employees will have to take on additional roles when they get into the workforce so I would say I am well prepared.

Student 15: Going back to talking about the simulations, I felt that these assignments helped me the most when trying to handle change. The main goal for these simulations was to be the top company above the competitors. Throughout the simulation, different scenarios would arise so I would have to adapt to the change and think about what to do next.

Student 16: <Unanswered>

Student 17: They equipped me to be able to handle change in various situations.

Student 18: pretty well

Student 19: Change has always been easy for me to handle, the courses have just guided me into a professional way to deal with things.

Student 20: Maneuvering through the courses required adaption to new instructors, new information, and new applications, each in their own way. I think that college as a whole is adapting to change. Situations and challenges faced in our first years change as each and every new year begins. Making it through the courses, and facing each and every challenge is adapting to change.

Student 21: I have had to change a lot in the way I do things. It has prepared me for many different situations and how to handle them.

Student 22: very well

Student 23: Being a fulltime student and working fulltime has enabled me to be a great multi-tasker. At first, it was awful and I didn't think I would manage but I am very glad that I adapted and managed to strike a balance. I am very confident of my abilities to handle change as I did this one quite well.

Student 24: By learning to comb through reports and information in order to consider what needs to and what has changed, I feel it has help in preparation in dealing with an ever changing business.

Student 25: I do not feel many of my courses prepared me to handle change. This is a skill best taught in life.

Student 26: Very well

Student 27: Change is something that is going to happen no matter what. I've been able to handle change easily my entire life. The courses taught me to have a little more patience with the reasoning's of change.

Student 28: Somewhat but again being older I have lived through major change before and kind of look forward to change.
Student 29: I am quite pleased with the preparation I received.

Student 30: 10 out of 10. I embrace change and am used to it now.

Student 31: I would rate this on a scale of 1-10 as a 7-8 as some things happen in life and changes in schedules result in changes in the due dates of assignments.

Student 32: In a few of my classes we discussed why change is important and if there is resistance to it there could be an unwanted negative results. Preparing for change though I do not believe was a point of emphasis since we focused more on the information at hand being taught to us.

Student 33: After taking the business courses I understand that change can happen unexpectedly at a business. I personally think it is hard for a course to well prepare their students for change. It is something that you learn from experience not just discussing what COULD happen. There are so many things that can change it is difficult (for me) to be prepared for all changes.

Student 34: The courses that I took prepared me well to handle change. This spring semester there was a lot of snow days which in turn threw our assignment due dates out of whack. So having to adjust some how prepared me to handle change.

Student 35: Many of the courses stayed on a schedule, I learned that you always need to be willing to change, the world is always changing.

Student 36: I'm hard pressed to find an instance where that was addressed at face value.

Student 37: My courses and just Peru in general prepared me to handle change so well. The town of Peru prepares you to adapt to any type of society. My classes also prepared me to handle change. Every teacher I had prepared me for sudden changes and being able to adapt to them with no problem.

Student 38: It really taught me how to deal with situations where things aren't the most ideal for you.

Student 39: Very well. We talked a great deal about change in organizations in several classes and some of the processes and steps that are required to implement and handle change in the business world.

Student 40: I believe my courses prepared me for stressful situations including change. I am very adaptable to changes.

Student 41: They did very little to help prepare me for change that I haven't already experienced in my lifetime. Being an older student, I have experiences that many of my classmates do not have so if due dates changed I was able to adjust my schedule accordingly.

Student 42: I feel they prepared me very well in regards to handling change. We have to meet deadlines or finish homework on time and this often means altering our personal lives to accomplish getting our school work done. Plus, change is not always a bad thing sometimes we learn new things or ways in which to do something that can result in positive results.

Student 43: I think I am good with change because of baseball, having to change my schedule constantly due to added games or cancellations.

Student 44: I feel like my experience and own personal tribulations prepared me much more for change rather than my courses. In the courses as long as you show up and do your work you know that you will graduate in a minimum of five years.

Student 45: I do not feel like my business courses prepared me for change as much as moving to Nebraska did. Handling change can not be taught. It is learned based on passed experiences. Moving away from home to somewhere I had never been nor heard of before is what allows me to adapt to change. Although my ethics courses have helped me gain a better understanding of my personal morals and what I expect out of myself and my life.

Student 46: My course prepared me for a big change as now I can actually write a decent paper but not a great paper as I have never been able to really write a paper at all.

Student 47: They prepared me very well. The professors all emphasize being flexible and being able to think critically and respond to changes as they (inevitably) come up.
6. How well have your courses prepared you to assume leadership roles?

**Student 1:** I feel confident in my knowledge and learning skills to take on leadership roles.

**Student 2:** The courses have been beneficial in teaching me how to be a positive leader.

**Student 3:** I recently had a capstone course in which I had to work in a group for a difficult assignment. I am usually not one to play leader. In this situation, at times I had to become a leader.

**Student 4:** The courses will assist me in moving up the corporate ladder.

**Student 5:** The courses were adequate enough to teach concepts. However, I believe job experience would reinforce the understanding of the business course concepts in leadership roles.

**Student 6:** Group projects and assignments has encouraged me to be more confident in addition to working well with others. I enjoyed the team work.

**Student 7:** The courses have prepared me greatly and now the rest is up to me. I shall spend the summer working on being a leader and what it entails and why I would be good at being one. The one thing that is needed to be a leader and the one thing that I am working on is confidence. I lack confidence in myself at time and that is something that I am working to improve and have already began to improve upon. The classes that have helped the most are Organizational Behavior, Employee training and development, Human Resource Management and Business Policy.

**Student 8:** The courses can give someone the tools to be a leader, but it doesn't mean they will use them correctly. Leaders are groomed and that still doesn't mean a 100% guarantee of success. There is a reason that second lieutenants get “baby sat” by senior non commissioned officers at their first duty assignments. The NCO's are their to mentor the Lt and help show them the ropes, so they can be better prepared to lead.

**Student 9:** Very well

**Student 10:** Time will tell, don't have one of those high paying jobs yet.

**Student 11:** The courses definitely assisted in the growth and development necessary to assume leadership roles.

**Student 12:** I feel that they have showed me that I can lead others and have the knowledge and skill sets to be a leader.

**Student 13:** The courses give a greater insight into what a leader should do and how they should handle different task and employees. I think that if I where to become a manager I would be able to do a good job.

**Student 14:** This is one question I don't have a definite answer for. My situation didn't allow much opportunity for taking on a leadership role, although I do know more about what is involved in assuming a leadership role.

**Student 15:** In a couple of my courses, our major assignment was to complete a simulation with our group. I thought that these assignments helped me to assume leadership roles because in one of the simulation each group member was put in charge of a department so that helped me to take charge of the department and relay information back to my group members.

**Student 16:** <Unanswered>

**Student 17:** My courses have assisted me in preparing to be a leader within my organization.

**Student 18:** Somewhat

**Student 19:** With proper training in the workforce I feel that my course have prepared me very well.

**Student 20:** I believe that leadership roles evolved as we adapt and assume the roles required through various course work. I believe that we have learned to become leaders as cases were assigned and carried out.

**Student 21:** I have learned through the simulations and discussion boards how to be an effective leader in many different areas.

**Student 22:** very good

**Student 23:** Some of the business classes e.g. Organizational Behavior have enabled me to understand
work place employee dynamics and actually given me an insight of my current workplace. Learning the dynamics between managers and employees has also been very beneficial in fostering my understanding of my co-workers even though I currently do not have any managerial position.

**Student 24:** Although I still prefer to be the follower rather than the leader, I do feel that I could be successful in a leadership position.

**Student 25:** I believe my courses have adequately prepared me to assume leadership roles.

**Student 26:** Being in a Leadership role already, it has not really prepared me, but it has given me the confidence to do my job and to help build my co-workers up.

**Student 27:** My leadership roles have been a lot stronger and seem to be improving over the years. I have yet to take on a task or job that I couldn't handle and lead my employees the right way.

**Student 28:** I am a leader now so looking for new ways of leadership always helps

**Student 29:** With better insight as to planning and executing, leadership is a far easier endeavor than it was before.

**Student 30:** Excellent, I have multiple leadership roles including ambassador treasurer of PBL and State VP of Public Relations

**Student 31:** very well as I have experienced several leadership roles working with teams in courses and applied strategies and techniques to lead that I have learned.

**Student 32:** I am much more confident now that I am educated on what to do in certain situations after learning so much about how to be a leader in the courses I took. Many courses provided the opportunity to be a leader and facilitate a team to get a task complete so if you were an outgoing person the chance was there to take advantage of. The professors allowed for autonomy in some cases which lead to better learning.

**Student 33:** Comparing my leadership style from high school to now, I am way more likely to step up to the plate, if need be. I am still not the type of person to be the first to volunteer to be in charge, unless I realize that the people I'm stuck with aren't going to get anything done. If I think there is someone else in the group that would be a better fit at being the leader, I will let them or someone else be in charge. I've learned skills on how to manage working with different personality types and a few ways on how to deal with conflict when they arise. I've also learned how to better delegate tasks and how to choose who may be the best fit for these duties.

**Student 34:** With my personality, I assume the leadership role anyways. But the courses I've taken prepared me how to be a proper leader and address situations accordingly.

**Student 35:** I have learned alot about employees and management, and the relationship between the two. I have also brought some of the ideas and concepts from project management home.

**Student 36:** I think the courses I have taken here have put alot of tools in my toolbox, but you really don't learn how to use a tool until you're faced with a situation where you have to actually use it.

Providing students with a hands on opportunity to learn more about these skills appears to be a tough job that many academic organizations are shrugging off.

**Student 37:** My courses have helped so much to assume a leadership role. Every course I have had to either give a presentation or work with a group and that required me to be a leader. It also taught me to be a leader by giving me confidence in my knowledge making me feel like I can lead and help others in my field of study.

**Student 38:** There are a couple of classes that focused on leadership, so I feel that I have learned a lot about leadership--such as the different types of leadership and how to go about leading different types of people.

**Student 39:** Very well. I have pursued many leadership roles on campus due to my instructors in my business courses. If you take advantage of the content provided and the resources of the instructor, anyone can become a leader at Peru State College.

**Student 40:** I think with experience in the professional world I could easily become a leader

**Student 41:** The classes I have taken over the time I have been a student at PSC have given me useful information into what qualities a good leader should exhibit and how these traits can be learned.
Student 42: They have prepared me very well for leadership roles by allowing group work in class and out of class with activities and projects. This allows us to interact with other students and learn how to take on different roles within the group (both leadership and non-leadership).

Student 43: I understand the type of leader that I am and I know how to lead in many situations now.

Student 44: I think that my courses have prepared me very well to assume leadership roles based on the amount of group work and necessity for a decision maker in most of those groups.

Student 45: The courses I have taken have prepared me for many roles in the business world but the one that stuck out to me most was the leadership role. All of my life I have been told I was a natural leader but I never understood what that meant. I always thought I natural leader was someone who gave orders a lot and I never wanted to be that person who was always bossing people around. Later on I came to realize that a natural leader is someone who leads by example with the best interest of the team in mind. Since I could not use the techniques I learned in class at work, I would use them on the baseball field where I could see my attitude change affecting others in a positive way.

Student 46: My courses have helped with leadership roles as we work in groups we have one person the “boss” for the week and they lead the group for what is going to happen for that week.

Student 47: I have to give a major shoutout to Dr. Hutchison for this one. Her leadership class is outstanding, and even people who aren't business majors would do well to take that class. In other classes we also were given opportunities to grow and develop as leaders through projects.

7. How well did your courses (including general education courses) prepare you to pursue intellectual, ethical, aesthetic, and the physically rewarding life?

Student 1: The ability to take courses outside of the normal businesses classes has allowed me to learn a little bit of everything. Probably my favorite general education class was the history of rock and roll.

Student 2: The courses succeeded at preparing me for these things.

Student 3: A few courses I felt were a little unnecessary and unusable. For example, biology was one that made me feel this way. I am an accounting major. I didn't see the point in taking a few Science classes.

Student 4: The courses were adequate and somewhat helped prepare me for the real world.

Student 5: The courses including general education courses prepared me to pursue intellectual, ethical, aesthetic, and the physical rewarding life. However, my twenty years of job experience assists me with understanding the business course concepts.

Student 6: The courses I took prepared me very well intellectually. My education has well rounded me into a good citizen and has gotten me ready for the work environment.

Student 7: They have prepared me greatly for a intellectual, ethical, aesthetic, and the physically rewarding life. I have accomplished something that has been to long for me to even mention. The point is I have now accomplished that dream and am very happy and emotional. It is extremely hard to get a corporate job without an education if even possible. I will now be able to do this. Through these courses, I have been able to do things that I never thought that I would be able to do before.

Student 8: As an older student I am not sure how much my way-of-life has changed from taking courses. I was surprised by how much I could relate the material to work discussions and news articles that I came across. There were several classes that my current job kept popping up in my mind as an example...sometimes good and sometimes bad.

Student 9: Ok

Student 10: I did not take general ed classes at PSC that I know of.

Student 11: All of my courses prepared me to pursue intellectual, ethical, aesthetic, and physically rewarding life.

Student 12: It made me realize that even as a nontraditional student, I have the ability and intellect to still succeed and push myself to learn more.
Student 13: The courses have led me to be able to finish school in just two years to complete my Bachelor's degree. And now I can pursue a job that will provide me with great benefits and rewards so that I can do the things I have always wanted to do.
Student 14: All I can say about this is that if any student is really involved in the classes, then I would say that the courses do prepare you to pursue all of those goals.
Student 15: All of my courses made me think made me think about these different factors as I was doing my assignments. The different assignments touched on each of these factors in which helped me to learn more about them.
Student 16: <Unanswered>
Student 17: My courses helped me in all aspects of my life.
Student 18: Pretty well
Student 19: I feel that they have prepared me very well. These last course are things I can relate to and add into my everyday thought process.
Student 20: I believe that I have become a well-rounded and educated individual that can adapt and fit-into many business situations, both formally and casually.
Student 21: I know that money is not everything and learning about different areas has exposed me to many options for rewarding careers in areas I will enjoy.
Student 22: very well
Student 23: Most classes have provided me with a wider perspective and sensitized me to other cultures and ways of doing things around the world e.g. Art and History. The classes were also a good way to provide temporary breaks and provide balance from the very technical courses, which were sometimes emotionally draining and exhausting.
Student 24: Very well, I feel that one of the most important things the courses have taught me is to not take time management for granted. In any situation it is important to allow yourself enough time to explore your choices and the consequences of your decisions. This will, in turn, allow me to have time to appreciate a rewarding life.
Student 25: I believe my courses have enhanced my personal pursuit of an intellectual, ethical, aesthetic, and physically rewarding life.
Student 26: A lot of the courses gave me knowledge that I did not have before. All courses, even if I was not a fan of them, has helped me quite tremendously.
Student 27: The courses at Peru helped with all of these. I think each one of my skills for these topics have grown tremendously over the years of taking classes.
Student 28: General studies not so much
Student 29: I can't say those pursuits have changed that much for me. But I have no complaints.
Student 30: 10 out of 10. The education gave me a hunger to learn. I want to know why things work the way the do and I realized the power of learning.
Student 31: Very well as I have already started a career and am enjoying a rewarding life
Student 32: By attending these courses I learned information that I could correlate to my life. By thinking how I could make most of the information pertain to me was an interesting point of view and at times humbling. Utilizing the principles I have learned will help me be an asset in any situation that I may be in.
Student 33: I think my college education overall has immensely helped prepare me for a rewarding life. College has taught me to be disciplined, patient and when I get my diploma it will show me that hard work pays off.
Student 34: My courses prepared me to pursue a rewarding life by encouraging me to fulfill my life
Student 35: Accounting was one aspect to business that I took a lot from. This class showed me how to manage money throughout a business as well as how to run a business.
Student 36: I think thats subjective to an individual's ambition.
Student 37: All of courses helped me to prepare myself in life. I learned so many different topics and aspects of the world and I feel I am able to go in the world and live a fulfilling life and want to experience new things every day.

Student 38: Some classes were more challenging than others and required more work, but I have always strived for the best in every single class, and if I have worked hard on a specific project and got a high grade, it was very rewarding for me.

Student 39: I am not really sure how to answer this one... Little to no preparation? I feel like the fact that I became involved on campus, realized I was overstretched with responsibilities, and finally learned how to balance the demands of school and work and personal obligations is what helped prepare me to live a rewarding life.

Student 40: I have a rewarding life.

Student 41: My courses will give me the tools to pursue a better career which will in turn give me the ability to pursue intellectual, ethical, aesthetic, and the physically rewarding life that I was not able to obtain before.

Student 42: I think all courses have helped to prepare me for a rewarding life. Learning about a variety of different things in general education course made me more well rounded in the different basic areas. Other core courses help to focus on the areas in which I will be pursuing a career.

Student 43: I am very motivated to continue learning and to start succeeding.

Student 44: I believe that I already had those aspirations so my courses did not create that desire but they did not hinder it at all.

Student 45: My courses have given me the ability to critically think in a timely manner. Although I still would like to take my time on certain things, my ability to think on my toes is definitely from my interest in learning. Expanding your mind to learn different subjects and challenging yourself to learn something new everyday is what I got out of my courses. All of my courses have developed my mind in a positive way, some more than others. My ethical courses and my leadership courses are the two subjects that I see myself using on a daily basis.

Student 46: They helped me learn on how each individual class is important to each piece of a business model and they greatly impacted me.

Student 47: They've introduced me to new topics, including those I might have never sought on my own. In addition, the professors all carry themselves in ethical manners, and seeing that rubs off on you after a while.

8. What is your expected graduation date?

- May 2015: 22
- August 2015: 11
- December 2015: 4
- Other: 10

9. Did you transfer any credit hours into PSC?

- Yes – 38
- No – 9
10. Other comments:

**Student 1:** There are definitely some advisors and professors that have way too much on their plate that they seem to have trouble juggling everything it appears to me. I find that people that should have knowledge of certain things do not. There are definitely some life-changing teachers here at Peru that I am sure do not get enough credit for what they do. Then there are certain teachers here that I was really disappointed in because they seem so out of touch with what a student, most importantly, an online student's needs are. Such is all things in life, the good with the bad.

**Student 2:** PSC has been good for me and good to me. :)

**Student 3:** <Unanswered>

**Student 4:** <Unanswered>

**Student 5:** Online courses are a critical and important source for students. I believe more instructor involvement with students will assist students to achieve the goal of learning concepts of courses. Students need more direction from instructors to assist students with completing projects and presentations.

**Student 6:** I will recommend Peru State College for anyone who is interested in continuing their education, online courses or starting their college career right after high school. It's a great college to attend.

**Student 7:** I am very greatful to this college. Peru State College has allowed me to achieve one of the biggest dreams of my life and that is going to Europe and of course GRADUATING! I am very happy and only have pleasant things to say about my experience at Peru and the education that they provide.

**Student 8:** I have had a great time taking online classes at PSC. The staff and everyone that I interacted with were professional and always willing to help when needed.

**Student 9:** I enjoyed learning everything in the class, if I had it to do it over I would only take this class but I was trying to finish my degree and I should have taken another semester.

**Student 10:** N/A

**Student 11:** For the most part, I have thoroughly enjoyed my learning experience at PSC. Thank you!

**Student 12:** <Unanswered>

**Student 13:** Peru State College is a great school and it is wonderful having such a quality school so close to home that can provide a great education without all the money.

**Student 14:** I have no other comments to add.

**Student 15:** I have really enjoyed my time here, at Peru State College, and I have felt like I have learned a lot from my experience. I would like to thank the professors for all their hard work in helping me to understand the assignments and helping me to expand my knowledge.

**Student 16:** <Unanswered>

**Student 17:** No

**Student 18:** <Unanswered>

**Student 19:** Thank you for a positive experience and I have taken something away from this class that will better me in my profession.

**Student 20:** I would like to see the BMIT program find a way to arrange courses to accommodate the program. I would also like to see the eight week courses scheduled more frequently, at times they are scheduled , piled, during the same half of the quarter, for example there are two required courses, each eight week courses and are only offered during the second half of the semester.

**Student 21:** Thanks to all the instructors I have had the last three years. It has been a great learning environment.

**Student 22:** <Unanswered>

**Student 23:** None.

**Student 24:** <Unanswered>
Student 25: In reference to question 8, my anticipated graduation date is May of 2016. I feel I may have been placed in this Capstone course in error, as I still have approximately 21 credit hours worth of business courses to complete.

Student 26: It has been a great experience at Peru St.

Student 27: No

Student 28: <Unanswered>

Student 29: Go Bobcats!

Student 30: Great school of study. Give all of the professors raises.

Student 31: N/A

Student 32: This is a good business program and should continue to grow and adapt into an even better one in the future. Maybe some more practical lessons involving real world situation and implementing the actual procedures that go into those lessons.

Student 33: <Unanswered>

Student 34: Thanks for the opportunity to get my feedback!

Student 35: <Unanswered>

Student 36: Don't fire the only guy who knows how to fix the HVAC system because someone has an axe to grind because of arbitrary policies and procedures. (We all really enjoyed having class at 90 degrees, where the box fan was louder than the instructor for 3 months.) Make sure the Grotrians, Alan Jackson, and Christy Hutchison train their replacements before they leave. (They are the only reason I stayed after Agron's "classes"). Make all of the basketball players pass drug tests. (You'll save the state scholarship money that way). Make the on campus wifi just a little bit more complicated this time. Realize that when your instructors mentally check out halfway through the semester, it actually does harm the students (don't worry, it only happened like 3 times in 4 years). Stop laying down sod the week before graduation... instead tell the custodial staff to stop driving the gators on the grass. Commuter parking is a joke.

Student 37: Peru was truly the greatest decision I ever made and the business program was amazing. I came into college knowing nothing about business and just chose the major because I knew I would have a lot of job opportunities and now I have more knowledge about business and marketing, than I ever imagined.

Student 38: N/A.

Student 39: Hire a new economics teacher. Let Lisa Parriott teach all of the CMIS courses.

Student 40: No

Student 41: <Unanswered>

Student 42: <Unanswered>

Student 43: I love this place, I wish I could stay forever!

Student 44: Had a great time, loved Peru, once a bobcat always a bobcat.

Student 45: Being an undergraduate here at Peru State College was an experience of a life time. I have made memories with faculty and peers that I will remember for a life-time. The education here has been fantastic and I honestly feel that I have been prepared well enough to take on anything that life has to offer.

Student 46: <Unanswered>

Student 47: Keep on doing what you do.