# 2015-2016 Annual Assessment Report Template

For instructions and guidelines visit our  $\underline{\text{website}}$  or  $\underline{\text{contact us}}$  for more help.

	Report: BS Business Administration
Qu	estion 1: Program Learning Outcomes
ass	ch of the following Program Learning Outcomes (PLOs) and Sac State Baccalaureate Learning Goals (BLGs) <b>did you</b> ess? [Check all that apply]
<b>✓</b>	1. Critical Thinking
	2. Information Literacy
	3. Written Communication
	4. Oral Communication
<b>✓</b>	5. Quantitative Literacy
	6. Inquiry and Analysis
	7. Creative Thinking
	8. Reading
	9. Team Work
	10. Problem Solving
	11. Civic Knowledge and Engagement
	12. Intercultural Knowledge and Competency
<b>4</b>	13. Ethical Reasoning
	14. Foundations and Skills for Lifelong Learning
<b>/</b>	15. Global Learning
	16. Integrative and Applied Learning
	17. Overall Competencies for GE Knowledge
<b>4</b>	18. Overall Competencies in the Major/Discipline
	19. Other, specify any assessed PLOs not included above:
э.	
o.	
c.	

#### 01.2.

Please provide more detailed background information about **EACH PLO** you checked above and other information such as how your specific PLOs are **explicitly** linked to the Sac State BLGs:

BLG	BSBA	MFT
Competence in the Disciplines at least one major field of study	Goal 1 Fundamental Business Knowledge Competence based on fundamental business knowledge.  1.1 Demonstrate understanding of fundamental business theories, concepts, and skills.	Disciplinary knowledge: Accounting, Economics Management Quant Business Analysis Finance

	Marketing
	Legal and Social Environment
	Information Systems
	International Issues
Goal 4 Applied Business Capability  Ability to translate knowledge of business and management into practice.	Strategic Integration
both ethically sound and socially responsible.	
<ul> <li>Generate innovative and effective solutions for problem solving and decision making.</li> </ul>	
Goal 2 Integrative Business Competence Business competence integrated with other business	Strategic Integration
knowledge areas and ethical responsibility.	Management
	Accounting
2.1 Ability to identify factors contributing to a managerial problem from a variety of business perspectives.	Quantative Business Analysis
2.2 Enumerate the costs and benefits that potential solutions will have on the interdependent stakeholders of a firm.	Legal and Social Environment
Goal 4 Applied Business Capability	
Ability to translate knowledge of business and management into practice.	
4.2 Generate innovative and effective solutions for problem solving and decision making.	
Goal 4 Applied Business Capability	International issues
Ability to translate knowledge of business and management into practice.	Legal and
<ul> <li>Create effective business solutions that are both ethically sound and socially responsible.</li> </ul>	Social Environment
	Goal 4 Applied Business Capability  Ability to translate knowledge of business and management into practice.  Create effective business solutions that are both ethically sound and socially responsible.  Generate innovative and effective solutions for problem solving and decision making.  Goal 2 Integrative Business Competence  Business competence integrated with other business knowledge areas and ethical responsibility.  2.1 Ability to identify factors contributing to a managerial problem from a variety of business perspectives.  2.2 Enumerate the costs and benefits that potential solutions will have on the interdependent stakeholders of a firm.  Goal 4 Applied Business Capability  Ability to translate knowledge of business and management into practice.  4.2 Generate innovative and effective solutions for problem solving and decision making.  Goal 4 Applied Business Capability  Ability to translate knowledge of business and management into practice.  Create effective business solutions that are both ethically sound and socially

1. Yes, for all PLOs
2. Yes, but for some PLOs
3. No rubrics for PLOs
○ 4. N/A
5. Other, specify: The ETS Major Field Exam is nationally normed
Q1.3.  Are your PLOs closely aligned with the mission of the university?
1. Yes
② 2. No
3. Don't know
Q1.4.
Is your program externally accredited (other than through WASC Senior College and University Commission (WSCUC))?
1. Yes
2. No (skip to <b>Q1.5</b> )
3. Don't know (skip to <b>Q1.5</b> )
Q1.4.1.
If the answer to Q1.4 is <b>yes</b> , are your PLOs closely aligned with the mission/goals/outcomes of the accreditation agency?
1. Yes
② 2. No
3. Don't know
Q1.5.
Did your program use the <i>Degree Qualification Profile</i> (DQP) to develop your PLO(s)?
1. Yes
2. No, but I know what the DQP is
3. No, I don't know what the DQP is
4. Don't know
Q1.6.
Did you use action verbs to make each PLO measurable?
1. Yes
<ul><li>2. No</li></ul>
3. Don't know
(Remember: Save your progress)
Question 2: Standard of Performance for the Selected PLO
<b>Q2.1.</b> Select <b>ONE(1)</b> PLO here as an example to illustrate how you conducted assessment (be sure you <i>checked the correct box</i> for this PLO in Q1.1):
Overall Competencies in the Major/Disicpline
<b>Q2.1.1.</b> Please provide more background information about the <b>specific PLO</b> you've chosen in Q2.1.
Applied the ETS Major Field Exam and administered to 400 students at the senior levelapproximately 80% of seniors in the major.

1. Y	⁄es		
2. N	No		
O 3. D	Don't kn	ow	
O 4. N	N/A		
Q2.3.			
_	rovide t	he rubri	c(s) and standards of performance that you have developed for this PLO here or in the
appendix			
Generally with resp	y, the accept to o	cceptable our peer ii	standard of performance is considered to be at or above the mean with respect to the exam and nstitutions
<b>⋓</b> No fi	ile attach	ned 🗓	No file attached
Q2.4. PLO	Q2.5. Stdrd	Q2.6. Rubric	Please indicate where you have published the <b>PLO</b> , the <b>standard</b> of performance, and the <b>rubric</b> that was used to measure the PLO:
<b>✓</b>	•		1. In <b>SOME</b> course syllabi/assignments in the program that address the PLO
			2. In <b>ALL</b> course syllabi/assignments in the program that address the PLO
			3. In the student handbook/advising handbook
			4. In the university catalogue
			5. On the academic unit website or in newsletters
•	•		6. In the assessment or program review reports, plans, resources, or activities
	•		7. In new course proposal forms in the department/college/university
•	•		8. In the department/college/university's strategic plans and other planning documents
			9. In the department/college/university's budget plans and other resource allocation documents
•	•		10. Other, specify: Accreditation Reports
Select			a Collection Methods and Evaluation of Data Quality for the
<b>Q3.1.</b> Was asse		data/evi	dence <b>collected</b> for the selected PLO?
	No (skip	to <b>Q6</b> )	
O 3. D	Don't kn	ow (skip	to <b>Q6</b> )
O 4. N	N/A (skip	o to <b>Q6</b> )	
<b>Q3.1.1.</b> How mar 1	ny asses	sment to	ols/methods/measures <b>in total</b> did you use to assess this PLO?
<b>Q3.2.</b> Was the	data <b>sc</b> e	ored/eva	aluated for this PLO?

Has the program developed or adopted **explicit** standards of performance for this PLO?

1. Yes

2. No (skip to **Q6**)

	3.	Don't know	(skip	to	<b>Q6</b> )
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4. N/A (skip to Q6)

#### Q3.2.1.

Please describe how you collected the assessment data for the selected PLO. For example, in what course(s) or by what means were data collected:

In Fall 2012 the Major Field Test (MFT) for Business was given to the GM 105 students. In Fall 2015 there was discussion about administering the examination again in Spring 2016 to provide comparison data for accreditation purposes. On February 15, 2016 a meeting was held with the faculty to discuss the administration process, timeline, and how this would be treated for grading purposes in the spring semester.

### Faculty in attendance agreed to the following:

- The MFT would be a required assignment for all GM 105 students
- MFT exam would replace one assignment/test up to 10% of grade (50% participation/50% performance on MFT)
- All students would receive gift card and top students (top 10 performers) would be recognized by the Dean
- Students in the online sections would be scheduled to take the exam during an alternatively scheduled time
- Students would receive test information (attachment) and sample test questions https://www.ets.org/Media/Tests/MFT/pdf/mft\_samp\_questions\_ business.pdf
- AD Faculty would work with the Dean to do the marketing of the information to the students – notification via SacSend and maybe an in-class visit to explain and answer questions

#### Implementation:

To accommodate a truncated timeline and space constraints, a paper administration was implemented. Angela Park Girouard provided all the technical assistance involved in scheduling, organizing, and proctoring, and processing the assessments. The assessment is designed to take 2 hours –2 one-hour sections, requiring a break in between. The checkin process for the paper administration took around 15 minutes and completion of the scantron prior to the beginning of the assessment took an additional 5-10 minutes. Sessions were scheduled for 2 hrs with 30 min between sessions—proving to be insufficient. Evening sections administered the assessment during class and the daytime and online course students took the assessment outside of class time. Labs were scheduled for April 20-22, 2016. Since this assessment was set after faculty syllabi were already in place, incentives were provided to appreciate students for coming outside of regularly scheduled class time. As a first-time process and because of the need to track the gift cards to the students individually, the manual process to set up the assessment materials required considerable extra time.

## Incentives to students included:

- Starbucks gift card for attendance and participation (became a UEI eateries gift card \$10)
- Recognition for top 10 performers (letter of acknowledgement for performance from the Dean)
- Top 3 performers in each class receive an incentive (padfolio)

# Costs for paper-based administration of MFT Business

Item	Unit Price	Qty	Ext Price	Total
Assessment	\$ 27.00	420	\$ 11,340.00	\$ 11,340.00
Gift Cards	\$ 10.00	415	\$ 4,150.00	\$ 15,490.00
Gift card fee	\$ 100.00	1	\$ 100.00	\$ 15,590.00
Padfolio	\$ 15.00	35	\$ 525.00	\$ 16,115.00
Staff time - CTO (160 hrs)			\$ 4,500.00	\$ 20,615.00
Reports subscription – 1yr	\$ 700.00	1	\$ 700.00	\$ 21,315.00

# **Timeline**

/7/16 - email to advise implementation meeting for assessment

/15/16 - GM 105 Assessment meeting with GM 105 faculty

/17/16 - email summary of meeting of 2/15/16 and process outline to GM 105 faculty

/29/16 - administration sessions set (labs reserved) and sign-up process set up with assistance from ATCS through SacCT

/2/16 - reminder email about timing of administrations and information to share with students

/2/16 - GM 105 day section students added to SacCT assessment shell to be able to sign up

/3/16 - reminder email with clarification about online sections

/8/16 - reminder email to faculty

/8/16 – students began signing up for administration sessions

/7/16 - administration of GM 105-09 (Hatton) in class

/14/16 - administration of GM 105-13 (Anderson) in class

/20-4/22/16 - administration in labs for daytime GM 105 students

/25/16 – administration of GM 105-05 (Caire) in class

/26/16 - prepared materials for return to ETS for scoring

/5/16 - results provided by ETS

/9/16 – results provided to faculty for distribution to students

# **Observations**

few student comments indicated an uneven preparation by their instructors

ore than a few students expressed concern that faculty were treating the assessment differently – some with heavy weight on the grade and others not at all or simply as Extra Credit

espite heavy attention to communication—via instructors, SacCT, and emails—some students seemed not to have read the information

The manual process to set up the assessment materials required considerable extra time.

# **Outcomes**

09 students were registered across 11 sections of GM 105, 10 did not take the assessment for a variety of reasons: 1) did not schedule at all, 2) did not appear at scheduled session, or 3) could not attend alternative sessions offered.
99 students completed the assessment (97.56% participation)
49 students (62.4%) of students scored 75% (150/200) or better on the assessment
SUS median score was 157 (146 students, 36.6% scored better than the CSUS median), ETS median score was 152
wo (2) students took the assessment with an accommodation – no problems
o One was handled through the AD Faculty office
o One was handled through the Testing Center
(Remember: Save your progress)
Question 3A: Direct Measures (key assignments, projects, portfolios, etc.)
Q3.3. Were direct measures (key assignments, projects, portfolios, course work, student tests, etc.) used to assess this PLO?  1. Yes
2. No (skip to <b>Q3.7</b> )
3. Don't know (skip to <b>Q3.7</b> )
Q3.3.1. Which of the following direct measures were used? [Check all that apply]
1. Capstone project (e.g. theses, senior theses), courses, or experiences
2. Key assignments from required classes in the program
3. Key assignments from elective classes
4. Classroom based performance assessment such as simulations, comprehensive exams, or critiques
5. External performance assessments such as internships or other community-based projects
6. E-Portfolios
7. Other Portfolios
8. Other, specify: Major Field Exam
Q3.3.2. Places explain and attach the direct measure you used to collect data:
Please <b>explain</b> and <b>attach</b> the direct measure you used to collect data:
https://www.ets.org/mft/about/content/bachelor_business
No file attached     No file attached
o No file attached
Q3.4. What tool was used to evaluate the data?  1. No rubric is used to interpret the evidence (skip to Q3.4.4.)
2. Used rubric developed/modified by the faculty who teaches the class (skip to Q3.4.2.)
3. Used rubric developed/modified by a group of faculty (skip to <b>Q3.4.2.</b> )
4. Used rubric pilot-tested and refined by a group of faculty (skip to <b>Q3.4.2.</b> )
5. The VALUE rubric(s) (skip to Q3.4.2.)
6. Modified VALUE rubric(s) (skip to Q3.4.2.)
7. Used other means (Answer Q3.4.1.)

<b>Q3.4.1.</b> If you used other means, which of the following measures was used? [ <b>Check all that apply</b> ]	
1. National disciplinary exams or state/professional licensure exams (skip to <b>Q3.4.4.</b> )	
2. General knowledge and skills measures (e.g. CLA, ETS PP, etc.) (skip to <b>Q3.4.4.</b> )	
3. Other standardized knowledge and skill exams (e.g. ETC, GRE, etc.) (skip to <b>Q3.4.4.</b> )	
4. Other, specify:	(skip to <b>Q3.4.4.</b> )
	,
Q3.4.2. Was the <b>rubric</b> aligned directly and explicitly <b>with the PLO</b> ?	
1. Yes	
2. No	
3. Don't know	
○ 4. N/A	
Q3.4.3. Was the direct measure (e.g. assignment, thesis, etc.) aligned directly and explicitly with the rubric	?
1. Yes	
2. No	
3. Don't know	
○ 4. N/A	
Q3.4.4. Was the direct measure (e.g. assignment, thesis, etc.) aligned directly and explicitly with the PLO?  1. Yes 2. No 3. Don't know 4. N/A  Q3.5. How many faculty members participated in planning the assessment data collection of the selected PLO	<b>1</b> 2
8	J:
Q3.5.1.  How many faculty members participated in the <b>evaluation</b> of the assessment data for the selected PLC	)?
Pushed into following year due	
Q3.5.2. If the data was evaluated by multiple scorers, was there a norming process (a procedure to make sure similarly)?	everyone was scoring
1. Yes	
① 2. No	
3. Don't know	
● 4. N/A	

Q3.6. How did you **select** the sample of student work (papers, projects, portfolios, etc.)?

All enrolled in GM 105
Q3.6.1. How did you decide how many samples of student work to review?
All enrolled in GM 105
Q3.6.2. How many students were in the class or program? 409
Q3.6.3. How many samples of student work did you evaluated? 399
Q3.6.4. Was the sample size of student work for the direct measure adequate?  1. Yes 2. No 3. Don't know
(Remember: Save your progress) Question 3B: Indirect Measures (surveys, focus groups, interviews, etc.)
Q3.7. Were indirect measures used to assess the PLO?  1. Yes 2. No (skip to Q3.8) 3. Don't Know (skip to Q3.8)
Q3.7.1. Which of the following indirect measures were used? [Check all that apply]  1. National student surveys (e.g. NSSE)  2. University conducted student surveys (e.g. OIR)  3. College/department/program student surveys or focus groups  4. Alumni surveys, focus groups, or interviews  5. Employer surveys, focus groups, or interviews  6. Advisory board surveys, focus groups, or interviews

7. Other, specify:
3.7.1.1. ease explain and attach the indirect measure you used to collect data:
No file attached  No file attached
3.7.2. surveys were used, how was the sample size <b>decided</b> ?
3.7.4. f surveys were used, what was the response rate?
Question 3C: Other Measures (external benchmarking, licensing exams,
tandardized tests, etc.)
3.8. /ere external benchmarking data, such as licensing exams or standardized tests, used to assess the PLO?  1. Yes 2. No (skip to Q3.8.2)
3. Don't Know (skip to <b>Q3.8.2</b> )
= 5. 55 C. mon (amp to Quint)
3.8.1. /hich of the following measures was used? [Check all that apply]  1. National disciplinary exams or state/professional licensure exams

3. Other standardized I	knowledge and skill exa	ms (e.g. ETC, GRE, etc.)		
4. Other, specify:				
Q3.8.2. Were other measures used t  1. Yes  2. No (skip to Q4.1)  3. Don't know (skip to				
<b>Q3.8.3.</b> If other measures were used	d, please specify:			
	o file attached			
( <b>Remember</b> : Save your pr Question 4: Data,		Conclusions		
<b>Q4.1.</b> Please provide simple tables	s and/or graphs to sum	marize the assessment data, findings	and conclusions for the sele	cted PI O
for <b>Q2.1</b> :	s unit, or graphs to sum	manze the assessment data, mangs	, and conclusions for the sele-	
	_		_	
Analytic Domain	Sac State Mean % Correct	536 Peer Institutions Mean % Correct	D Peer	
	Spring 2016	Correct		
		(2013-15 Averaged)		
Accounting	44%	41.5%	2.5	•
No file attached No	o file attached		•	
<b>Q4.2.</b> Are students doing well and performance of the selected		tandard? If not, how will the program	n work to improve student	
		ration (2013) students at the end (or the national standard (mean).	r within the last semester) of	their
When compared with the pr Legal and Social Environme		of the exam, there have been some I	ocal gains (Finance, Marketin	ıg,
		v the exam findings, conduct some module to the courses leading to the course leading to th		
₩ No file attached ₩ No	o file attached			
<b>Q4.3.</b> For the selected PLO, the st	•			

2. **Met** expectation/standard

3. Partially met expectation/standard
4. Did not meet expectation/standard
5. No expectation/standard has been specified
○ 6. Don't know
Question 4A. Alignment and Quality
Question 4A: Alignment and Quality
<b>Q4.4.</b> Did the data, including the direct measures, from all the different assessment tools/measures/methods directly align with the PLO?
1. Yes
② 2. No
3. Don't know
Q4.5. Were all the assessment tools/measures/methods that were used good measures of the PLO?
① 1. Yes
<ul><li>2. No</li><li>3. Don't know</li></ul>
3. DOITE KNOW
Question 5: Use of Assessment Data (Closing the Loop)
As a result of the assessment effort and based on prior feedback from OAPA, do you anticipate making any changes for your program (e.g. course structure, course content, or modification of PLOs)?  1. Yes 2. No (skip to <b>Q5.2</b> )
3. Don't know (skip to <b>Q5.2</b> )
<b>Q5.1.1.</b> Please describe <i>what changes</i> you plan to make in your program as a result of your assessment of this PLO. Include a description of how you plan to assess the impact of these changes.
Review and disseminate the results of the exam
2. Align scope and sequence of curriculum with assessment indicators of the Major Field Exam
3. Map the Global Mindset Curriculum to CBA BSBA courses
4. Complete process of having all syllabi contain BSBA outcomes and course outcomes mapped with direct assessments and the Major Field Exam prior to next admin of exam in S 2018
5. Revisit Capstone Course to address PLOs not addressed in Major Field ExamWritten and Oral Communication potentially with a business portfolio

2.	No	
3.	Don't	know

_	_	_
O	5.	"

Q5.2.  How have the assessment data from the last annual assessment been used so far? [Check all that apply]	1. Very Much	2. Quite a Bit	3. Some	4. Not at All	5. N/A
1. Improving specific courses					
2. Modifying curriculum					•
3. Improving advising and mentoring					•
4. Revising learning outcomes/goals					
5. Revising rubrics and/or expectations					•
6. Developing/updating assessment plan					•
7. Annual assessment reports					•
8. Program review					•
9. Prospective student and family information					•
10. Alumni communication					•
11. WSCUC accreditation (regional accreditation)					•
12. Program accreditation					•
13. External accountability reporting requirement					•
14. Trustee/Governing Board deliberations					•
15. Strategic planning					•
16. Institutional benchmarking					
17. Academic policy development or modifications					
18. Institutional improvement					•
19. Resource allocation and budgeting					•
20. New faculty hiring					•
21. Professional development for faculty and staff					•
22. Recruitment of new students					

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۷٠.	Other,	Specii	<i>'</i> .

### Q5.2.1.

 $\bar{\text{Please}}$  provide a detailed example of how you used the assessment data above:

For a variety of reasons, assessment activity and the use of assessment reports developed previously has been limited. This assessment report and the recommendations within it has been prepared by the interim associate dean. There was no faculty assessment coordinator in the CBA for academic year 2016-17. There was an initiative to complete course embedded assessment in F15, however the analysis was limited by the condititions and framework of the administration and the scattered nature of course taking in the program. This led to the decision to administer the ETS course to the students completing the major to get a read of knowledge in the discipline.

(**Remember**: Save your progress)

Additional Assessment Activities

#### Q6.

Many academic units have collected assessment data on aspect of their program that are not related to the PLOs (i.e. impacts of an advising center, etc.). **If** your program/academic unit has collected data on program *elements*, please briefly report your results here:

■ No file attached ■ No file attached
Q7.
What PLO(s) do you plan to assess next year? [Check all that apply]
1. Critical Thinking
2. Information Literacy
3. Written Communication
4. Oral Communication
5. Quantitative Literacy
6. Inquiry and Analysis
7. Creative Thinking
8. Reading
9. Team Work
10. Problem Solving
11. Civic Knowledge and Engagement
12. Intercultural Knowledge and Competency
13. Ethical Reasoning
14. Foundations and Skills for Lifelong Learning
15. Global Learning
16. Integrative and Applied Learning
17. Overall Competencies for GE Knowledge
18. Overall Competencies in the Major/Discipline
19. Other, specify any PLOs not included above:
a.
b
c.
<b>Q8.</b> Please attach any additional files here:
■ No file attached ■ No fil
Q8.1.
Have you attached any files to this form? If yes, please list every attached file here:
no attachments

P1. Program/Concentration Name(s): [by degree]
BS Business Administration
P1.1.
Program/Concentration Name(s): [by department]
Select
P2.
Report Author(s):
Hecsh
P2.1.
Department Chair/Program Director:
Hecsh
P2.2.
Assessment Coordinator:
NA .
<b>n</b> a
<b>P3.</b> Department/Division/Program of Academic Unit
Business Administration
Dasiness Administration
P4.
College:
College of Business Administration
P5.
Total enrollment for Academic Unit during assessment semester (see Departmental Fact Book):
1995 Expressed Interest 1656 Majors
1000 Pagor3
P6.
Program Type:
1. Undergraduate baccalaureate major
2. Credential
3. Master's Degree
4. Doctorate (Ph.D./Ed.D./Ed.S./D.P.T./etc.)
S. Other, specify:
P7. Number of undergraduate degree programs the academic unit has?
1
P7.1. List all the names:
Business Administration
P7.2. How many concentrations appear on the diploma for this undergraduate program?
Don't know
P8. Number of master's degree programs the academic unit has?
2

MBA							
MSA							
<b>P8.2.</b> How many concentrations appear on	the diploma f	or this mas	ter's progra	m?			
Don't know	the diploma i	01 (1110 11100	cer a program				
<b>P9.</b> Number of <b>credential programs</b> the	acadomic unit	hac?					
0 credential programs the	academic unit	nas:					
P9.1. List all the names:							
P10. Number of doctorate degree progra	ams the acad	emic unit h	as?				
0	ams the acad	Citile dille ile	13:				
P10.1. List all the names:							
When was your assessment plan	1.	2.	3.	4.	5.	6.	7.
,	Before 2010-11	2011-12	2012-13	2013-14	2014-15	No Plan	Don't know
P11. developed?	0						•
P11.1. last updated?	0	0	0	0	0	0	•
P11.3. Please attach your latest assessment pla	n:						
No file attached							
No file attached							
P12.							
Has your program developed a curriculum	map?						
1. Yes 2. No							
∠. INU							

No file attached
P13. Has your program indicated in the curriculum map where assessment of student learning occurs?  1. Yes 2. No 3. Don't know
P14. Does your program have a capstone class?
1. Yes, indicate: GM 105
2. No
3. Don't know
P14.1. Does your program have any capstone project?
1. Yes
2. No
<ul><li>3. Don't know</li></ul>

(Remember: Save your progress)

Please attach your latest curriculum map:

# BS BUSINESS ADMINISTRATION – cut off information

# Q4.1

Analytic Domain	Sac State Mean % Correct Spring 2016	536 Peer Institutions Mean % Correct (2013-15 Averaged)	D Peer
Accounting	44%	41.5%	2.5
	1170		
Economics	41	39.8	1.2
Management	55	54.3	0.7
Quant Bus Analy	40	36.4	3.6
Finance	46	42.4	3.6
Marketing	58	55	3.0
Legal and Social	60	56	4.0
Information Systems	55	50.1	4.9
International Issues	41	40.03	0.97