

## MBA Student Learning Success

For over ten years the MBA Students at Regent University have been participating in assessment testing through a pretest and posttest longitudinal study sponsored by the nationally recognized firm, Peregrine Academic Services. All incoming MBA students complete the pretest in their first week of the program and all graduating students complete the posttest in the last two weeks of their final semester. The purpose of the longitudinal pretest posttest study is to attempt to determine the relative to benchmark learning for students while enrolled in the MBA program. Regent uses the longitudinal study to measure student learning outcomes by the absolute posttest score and by the increase in subject area knowledge during the MBA program, indicated by the absolute increase in posttest score compared to the pretest score and the increase in the benchmark score.

Results are tabulated by Peregrine and analyzed by the appointed Regent MBA faculty. Comparisons are made to nationally established benchmarks of other accredited institutions offering an MBA program. The data presented highlights the learning success of Regent MBA students over the past three academic years. The heat map data table graphic indicates that Regent MBA students have substantially improved the level of student learning from academic year (“AY”) 2020-2021 through AY 2022-2023. There are also several areas of strong absolute performance versus benchmark institutions, and opportunities for improvement in technical subject areas. Regent MBA students perform well in the areas of entrepreneurship\*, ethics, leadership and business planning.\* The student learning outcomes well reflect the subject matter distinctives of the Regent University MBA program and correspond to our mission to “train Christian leaders to change the world.”

**\*Note** Entrepreneurship and Business Planning do not have external benchmarks as they are test areas custom developed in consultation with Peregrine for Regent MBA students. The data shows a solid increase in Entrepreneurship and Business planning from pretest and posttest, and absolute scores considerably higher than the benchmarks for total scores, indicating a student learning outcome strength.

- Overall, Regent University MBA students went from underperforming the overall posttest benchmark average by more than 1.5 points in AY 2021-2022 to performing in line in AY 2022-2022.
- Important MBA subject areas aligned with the Regent University mission include entrepreneurship, ethics and leadership. Peregrine data provides a benchmark for ethics and leadership. The 2022-2023 graduating cohort earned its highest absolute ethics posttest score of 67.3, greater than 1.5 points above the benchmark. Leadership scores were at or above benchmark in each of the past three academic years. In the most recent years leadership scores reached a new high of 68.0, more than 1.5 points above benchmark.
- The overall average posttest score for Regent MBA graduates was 61.1 in 2022-2023, in-line with benchmark and the average result of 60.3 over the past three years.

- A key measure of student learning is the change in test scores from the inbound student to the outbound prospective graduate. Green highlighted cells in the “RU Change versus Benchmark” column in the graphic below indicate areas where Regent students have increased scores by more than 1.5 points relative to the increase observed at benchmark programs. In academic year 2020-2021 Regent MBA graduates had 5 areas of relative learning strength, two areas of weakness, and an inline overall learning outcome result. Learning outcomes were stable in academic year 2021-2022 as Regent MBA graduates demonstrated 4 areas of strength, 2 areas of weakness, and an inline overall result. Academic year 2022-2023 saw a strong learning outcome for Regent MBA graduates relative to the benchmark. 9 subject areas showed test score gains more than 1.5 points above benchmark, against only 1 subject area weakness. Total knowledge gain by Regent MBA students also exceeded the benchmark by more than 1.5 points.
- Following a 2018 analysis of Peregrine Regent MBA program leaders identified quantitative topic areas like accounting, economics and finance as opportunities for improvement. The heat map for the past three academic years shows the three opportunity for improvement subjects indicating 7 out of 9 below standard post test results and 0 out of 9 above. The relative learning performance of the three subjects across the three years is better. Total learning exceeded the benchmark in 3 of 9 years and was below benchmark in 1 of 9 years. Results show continued innovation is required to improve learning outcomes in technical MBA subjects.

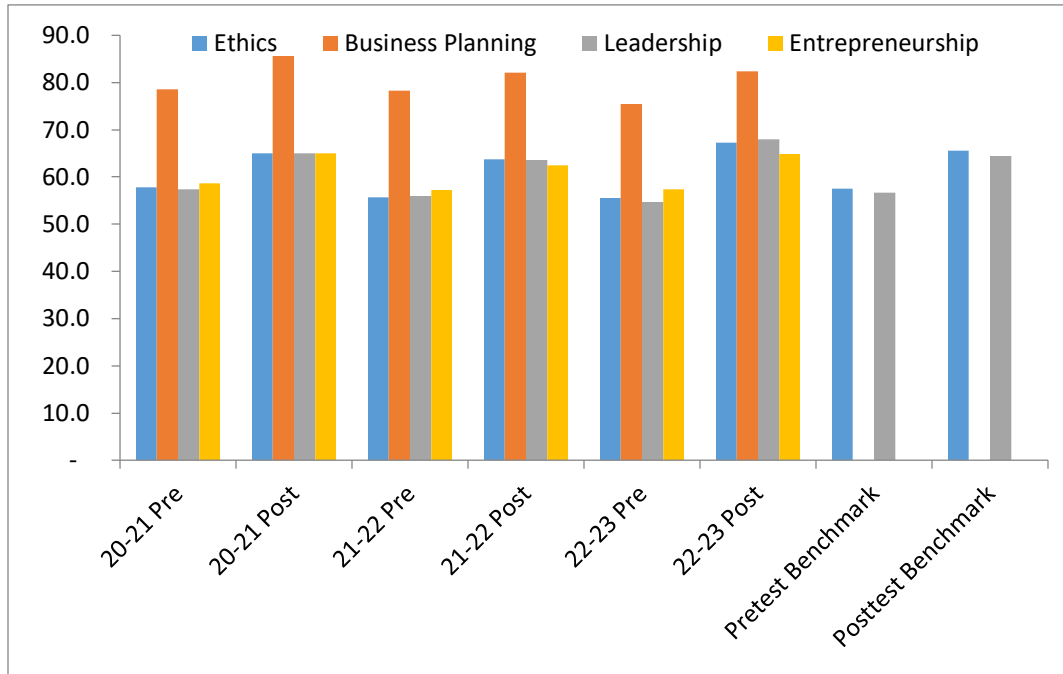
## Student Learning Results: Peregrine Pretest and Posttest Scores

Academic Year		20-21	20-21	20-21	21-22	21-22	21-22	22-23	22-23	22-23
Subject	MBA Program PLO	Pretest	Posttest	RU Chg v Bench**	Pretest	Posttest	RU Chg v Bench**	Pretest	Posttest	RU Chg v Bench**
Accounting	3	43.6	54.5	0.8	42.7	54.0	1.1	43.5	55.2	1.5
Economics	1	46.8	58.5	1.8	45.8	55.7	0.2	48.1	59.0	1.1
Econ: Macro	3	50.2	58.6	(1.3)	46.9	56.0	(0.6)	50.5	57.7	(2.4)
Econ: Micro	3	43.4	58.4	5.0	44.6	55.5	1.0	45.8	60.4	4.6
Entrepreneurship*	1	58.7	64.9		57.2	62.5		57.5	64.8	
Business Plan*	1	78.6	85.6		78.3	82.1		75.5	82.3	
Ethics	2	57.8	65.1	(0.7)	55.6	63.7	0.1	55.6	67.3	3.7
Finance	3	46.8	54.3	(2.4)	42.4	54.4	2.1	43.7	55.6	2.0
Global	1	46.8	55.5	(0.4)	45.2	54.4	0.1	45.3	54.6	0.2
HRM	2	50.1	54.2	(3.4)	47.4	61.9	7.0	44.0	64.3	5.3
Leadership	2	57.4	65.1	(0.2)	55.9	63.6	(0.2)	54.7	68.0	5.4
Management	1	50.7	58.9	(0.4)	49.9	60.6	2.0	48.6	59.4	2.2
Marketing	3	56.3	67.1	1.7	55.4	64.6	0.1	55.8	66.7	1.7
MIS	3	51.8	59.5	0.1	50.2	60.2	2.4	52.3	60.3	0.4
Operations	3	48.6	58.1	0.0	49.5	57.5	(1.5)	48.7	61.0	2.8
Org Behavior	1	53.3	64.3	2.6	53.0	62.3	0.9	53.0	60.4	(1.1)
Strategy	3	52.0	63.2	2.1	50.8	57.6	(2.2)	50.9	61.7	1.7
<b>Total</b>		51.7	60.6	0.7	50.1	59.2	0.9	50.5	61.1	2.4
<b>Completed Tests (n)</b>										
Difference versus Pre-Test										
greater than 1.5 below bench										
greater than 1.5 above bench										



- In the most recent academic year the four highest average posttest over pretest gains relative to benchmark have been observed in ethics, human resource management, leadership and microeconomics.

### Areas of Regent MBA Program Distinction



The MBA Program will continue to focus on distinctives that fit its mission and focus on practical application. Important subject areas in this regard include ethics, entrepreneurship, leadership and business planning. The MBA program director and faculty also continuously seek to improve the quality of learning in other subject areas. The program will continuously look to ways and means of improvement in all subject areas.

- Regent will continuously adjust and adapt the MBA program to changing market needs. Data Analysis and Business Communications were added based on feedback from the MBA Advisory Board, an external stakeholder group.
- With the importance of a quick and efficient start to each term, syllabi and Canvas sites for all courses are ready at least a month before the start of the term so students have ample time to acquire all necessary resources and can begin preparing assignments and working in their groups before the session starts. MBA faculty received extensive training in Canvas to ensure a smooth launch and a more engaging and accessible experience for students, relative to the former learning management system.
- Faculty and staff use a variety of communication venues including: personal phone calls, repeated emails, the *Advise Alert* system, announcements, zoom calls and face-to-face meetings

to confirm that student's needs are met and questions and concerns addressed prior to and during the semester. These communication initiatives are especially critical since a majority of the courses are online.

- Regent will continuously seek to make its graduates more relevant and marketable. In the past academic year a student led MBA association was launched, and the Regent School of Business & Leadership has strengthened its executive mentorship program open to all MBA students.