

MBA Student Learning Success

For 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. Learning is measured by the absolute score and by the increase in subject area knowledge during the MBA Program, indicated by the percent increase in posttest score compared to the pretest score.

Results are tabulated by Peregrine. Comparisons are made to nationally established benchmarks of other 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 performance from academic year ("AY") 2016-2017 through academic year 2019-2020. Regent MBA students perform well in the areas of entrepreneurship*, ethics, global and leadership which reflect our subject matter distinctives and correspond to our mission to "train Christian leaders to change the world."

***Note** Entrepreneurship does not have an external benchmark as it is a test custom developed in consultation with Peregrine for Regent MBA students. The data shows a solid increase in Entrepreneurship from pretest and posttest, and absolute scores considerably higher than the benchmarks for total scores, indicating a strength.

- Overall, Regent University MBA students went from underperforming the overall posttest benchmark by 3.36 points in AY 2016-2017 to outperforming by 2.05 points in AY 2019-2020.
- Important MBA subject areas aligned with the Regent University mission include entrepreneurship, ethics, leadership and global. The overall average posttest result in the identified areas is 60.23 over the past four academic years, exceeding the posttest total MBA benchmark of 58.00 and an average score for other Regent MBA subject areas of 58.60.
- Students scored above posttest benchmark averages in 14 of 15 subject areas in AY 2019-2020.
- 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 shows opportunity subject indicating 5 out of 6 red results and 0 out of six green, in the first two years of the assessed period. Results have improved substantially. In the past two academic years quantitative subjects show only one red result, and a first green result.
- Students showed improvement from the pretest to posttest for all four years in all subjects.
- The three highest average posttest over pretest improvement have been observed in accounting, microeconomics and finance.

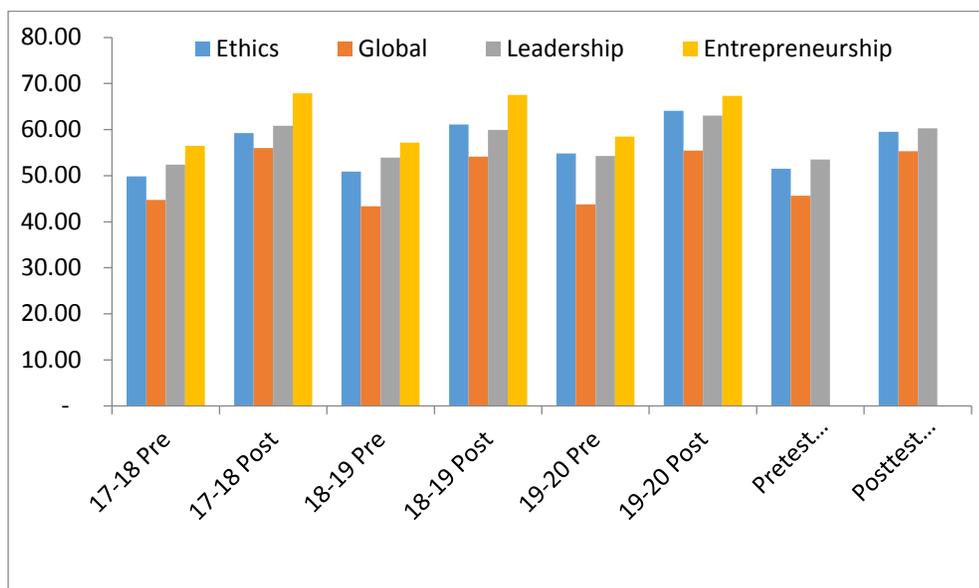


Student Learning Results Peregrine Pretest and Posttest Scores

Academic Year	16-17	16-17	17-18	17-18	18-19	18-19	19-20	19-20	Pretest	Posttest
Subject	Pretest	Posttest	Pretest	Posttest	Pretest	Posttest	Pretest	Posttest	Bench	Bench
Accounting	43.95	53.48	44.71	54.67	40.66	56.72	41.49	54.59	46.36	57.94
Economics	45.08	52.02	43.26	55.00	42.19	53.52	45.32	56.07	44.35	54.98
Econ: Macro	46.24	51.91	44.06	53.26	43.60	54.56	46.22	56.15	45.32	55.89
Econ: Micro	43.91	52.13	42.45	56.74	40.79	52.48	44.41	56.00	43.41	54.10
Entrepreneurship	60.40	63.70	56.50	67.90	57.19	67.52	58.47	67.36	na	na
Business Plan	80.87	85.71	77.72	85.61	79.06	85.08	79.52	89.76	na	na
Ethics	50.49	55.17	49.85	59.24	50.92	61.12	54.86	64.07	51.48	59.54
Finance	40.30	44.72	41.57	51.30	41.14	56.24	41.08	53.93	42.47	53.14
Global	44.10	50.34	44.71	55.98	43.38	54.16	43.78	55.48	45.64	55.34
HRM	51.98	57.63	50.12	61.26	46.66	54.00	49.47	57.35	48.59	56.63
Leadership	52.52	57.75	52.41	60.87	53.95	59.92	54.28	63.04	53.54	60.32
Management	48.80	55.73	48.74	58.59	48.82	55.44	51.62	58.22	48.35	57.75
Marketing	49.92	57.08	50.69	64.02	53.46	63.20	55.00	64.96	52.32	62.21
MIS	49.02	54.61	47.24	57.28	49.78	57.92	50.72	59.26	51.52	56.58
Operations	41.86	51.82	44.60	54.34	48.04	52.30	50.00	56.49	44.31	53.81
Org Behavior	52.60	57.88	51.49	60.26	51.69	59.91	55.45	60.67	51.11	59.37
Strategic	47.82	56.40	48.77	59.67	47.37	56.16	49.82	63.33	49.07	59.85
Total	48.40	54.64	48.04	58.60	48.04	58.36	49.68	60.05	48.55	58.00

Bold indicates subject area strength
 greater than 1.5 below benchmark
 greater than 1.5 above benchmark

Areas of MBA Program Distinction



The MBA Program will continue to focus on its distinctives of ethics, entrepreneurship and leadership from a global perspective while continuously improving quality in the 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. In the past year two courses have been added to the core curriculum. 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 Blackboard 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.
- Faculty and staff use a variety of communication venues including: personal phone calls, repeated emails, announcements, collaborate conference 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 make its graduates more relevant and marketable. In the past academic year, the Regent School of Business and Leadership launched an executive mentorship program open to all MBA students.