

Final Assessment Report

Undergraduate Program:	Management and Organizational Studies at King's University College
New or Cyclical Program Review (please indicate)	Cyclical Program Review
Degree(s) Offered:	BMOS
Date of Site Visit:	March 28, 2013
Evaluation	Good Quality

Summary:

Institutional Synthesis

The External Consultants (Dr. Danny Cho – Brock University and Dr. Alidou Ouedraogo – University of Moncton) describe a MOS program that “provides a rigorous intellectual experience for Management and Organizational Studies students and helps them develop the necessary skills to work successfully in the work place and in graduate programs.” Moreover, the program is embedded in a Department that has impressed the Consultants with “the breadth and depth” of its educational and teaching activities. The Consultants recommend more resources for student support, more research encouragement and support for its faculty and more full time hires to reduce reliance on part time instruction. The Department supports the resource allocation recommendations contained in the Consultants’ report, but is also of the view that many of its 24 recommendations are being addressed already. The College concurs with the Department’s response and is generally pleased with the external review and its recommendations.

Strengths of the Program

The Consultants noted the high academic quality of the program; the high pride and dynamism conveyed by the students, staff and faculty associated with the MOS program; the great leadership and support offered by the administration at King’s University College and Western University; the opportunities afforded faculty for collaborative research; the opportunities afforded students for experiential learning; the value students see in their education and in the small class sizes; the extent of the library services available to the program; and the “good” research support provided to new faculty.

Weaknesses of the Program

The Consultants felt that the resources allocated to the Department are not proportional to its size; that more full time faculty are needed; that more co-op opportunities are needed for MOS students; that clear metrics are needed to measure student outcomes; that noncredit support courses (e.g. strategies for success, IT skills development, time management, conflict resolution etc.) be offered to support student development; that more resources be allocated to student advising; and that the program be marketed more effectively.

Executive Summary

The Management and Organizational Studies program at King’s University College has been described by the External Consultants as providing a rigorous academic experience with both depth and breadth by faculty who are creative, committed and excellent teachers. Moreover, the program helps students develop the necessary skills for job placements and graduate studies in an environment known for its small classes, extensive library support and appropriate and effective modes of content delivery. Over the next few years King’s will focus on reducing the program’s reliance on part time faculty, increasing development support for students and developing appropriate metrics to measure student learning outcomes.

Recommendation	Responsibility
Hire a tenure track appointment to support the Accounting program	EPC
Consider to offer data/analytics training and more experiential learning opportunities	Departments and EPC
More support should be made available for faculty research and research opportunities	King's administration
Further develop metrics/rubrics to measure student outcomes on a regular basis	Department and Western University