

University of Louisiana at Lafayette

Detailed Assessment Report 2015-2016 Finance BSBA

As of: 11/01/2016 03:32 PM CENTRAL

(Includes those Action Plans with Budget Amounts marked *One-Time, Recurring, No Request.*)

Other Outcomes/Objectives, with Any Associations and Related Measures, Targets, Findings, and Action Plans

O/O 1: Students will have the ability to determine the financial health and value of a target firm.

Students will be required to analyze a firm's financial statements and make an assessment of the firm's overall financial condition as it compares to its industry.

Related Measures

M 1: Use of a Multiple Choice Quiz.

A fifteen-question multiple choice exam was given to students to measure the assessment. The students were required to evaluate a firm's performance, measure the firm's value and determine if the firm's financial needs based on specific information provided about the firm. The industry norms/averages were provided. The assessment tool used was a similar test used to assess a student's financial knowledge for the 2010-2011 period. Students were required to calculate and compare the target firm's ratios to benchmarks and determine the financial health of the firm. The intent is to determine if students are retaining financial knowledge learned from previous courses and semesters. A student needed to correctly identify ten of the fifteen markers to be considered "Meeting Expectations". Twelve exams were used for the assessment. The course, Finance 490 (Seminar in Financial Management) was selected as the target group as most of the students in the course are Finance majors and seniors. A rubric was used to determine the grading of the exams (see Document Depository). A score of 2 or better indicates achievement. A score of 3 indicates proficiency. A rubric was used to determine the grading of the exams (see Document Depository).

Number of students assessed = 12

Correctly answering Question 14 indicates achievement of this learning goal.

Source of Evidence: Writing exam to assure certain proficiency level

Target:

At least 70% of students will have the ability to assess a firm's financial condition.

Finding (2015-2016) - Target: Met

A multiple choice quiz which was combined with a problem solving segment was given to 52 students in the Fall 2015 in Finance 307. Students were to use provided data, analyze the data and develop a conclusion as to the financial health of a sample company. Of the students who took the quiz, 38 were able to accurately assess the firm's health (as evidenced by scoring 70% or higher), 10 students were able to accurately identify some of the markers but did not develop the correct conclusion, and 4 students were unable to assess the firm's health. Although the goal was met, It was determined that more emphasis must be placed on learning the tools necessary to accurately identify problems within a corporate structure. In addition, the quiz will be examined to ensure ease of understanding, so that students understand what needs to be done, and

effectiveness in assessing the student's ability to utilize unfamiliar information and develop a conclusion. This quiz may be altered, amended or revised in the next reporting cycle.

Related Action Plans (by Established cycle, then alpha):

Additional Class Exercises

Students correctly identified the markers indicating the value of the corporation along with its projects and correctly assessed the conclusion. The assessment committee determined that more class exercises should be conducted to ensure students' familiarity with the resource information. In addition, it was agreed that the students will be required to determine the ratios themselves from the resource information. This will determine if they can fully evaluate a firm if given only financial statement information.

Established in Cycle: 2009-2010

Implementation Status: Finished

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Use of a Multiple Choice Quiz. |

Outcome/Objective: Students will have the ability to determine the financial health and value of a target firm.

Implementation Description: Evaluation quiz will be done in Finance 307 during the 2010-2011 academic school year.

Projected Completion Date: 05/2011

Reading Assignments and Financial Statement Worksheets

Fourteen worksheets are routinely assigned each semester so that students may practice applying ratios to a target benchmark. More practice is needed. Increasing the number of assignments and working with several 10-K's and Annual Reports should facilitate the students' retention of the ratio formulas and aid their understanding of ratio application.

Established in Cycle: 2010-2011

Implementation Status: Terminated

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Use of a Multiple Choice Quiz. |

Outcome/Objective: Students will have the ability to determine the financial health and value of a target firm.

Implementation Description: Increasing the number of class assignments with particular emphasis on 10-K's and Annual Reports.

Projected Completion Date: 11/2011

Responsible Person/Group: Instructor

Additional Resources: 10-K Annual Report Worksheets

Finance 307 is doing a good job preparing Finance students for careers.

All of the Finance students that had completed Financial Statement Analysis (Finance 307) met the objective (8 of 12). Of the other 4 students, only 1 did not meet the objective but had not taken Finance 307. Although Finance 400 covers the material this assessment is evaluating, it is not its major focus. The results of this study will be

shared with the Finance Faculty so that Finance 307 continues to prepare students for their careers.

Established in Cycle: 2012-2013

Implementation Status: In-Progress

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Use of a Multiple Choice Quiz |

Outcome/Objective: Students will be able to evaluate a firm's financial health.

Measure: Use of a Multiple Choice Quiz. |

Outcome/Objective: Students will have the ability to determine the financial health and value of a target firm.

Measure: Use of Multiple Choice Quiz |

Outcome/Objective: Students will determine a firm's financing needs.

Projected Completion Date: 05/2016

Use of Multiple Choice Quiz in Finance 300

It was determined that finance professors should continue their current course structure and include additional resources as they deem necessary. Quiz will be given in Finance 400.

Established in Cycle: 2013-2014

Implementation Status: Planned

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Financial Mathematics | **Outcome/Objective:** Financial Mathematics

Measure: Use of a Multiple Choice Quiz |

Outcome/Objective: Students will be able to evaluate a firm's financial health.

Measure: Use of a Multiple Choice Quiz. |

Outcome/Objective: Students will have the ability to determine the financial health and value of a target firm.

Measure: Use of Multiple Choice Quiz |

Outcome/Objective: Students will determine a firm's financing needs.

Implementation Description: Use additional resource material and class exercises to enhance student learning. Students will take a quiz on information learned to determine effectiveness.

Projected Completion Date: 12/2016

Responsible Person/Group: All Finance 300 teachers

O/O 2: Students will be able to evaluate a firm's financial health.

Students will be required to compare financial ratios of a target firm as compared to its industry. After evaluating all of the pertinent data students must be able to accurately conclude how the firm is doing financially as compared to its industry.

Related Measures

M 2: Use of a Multiple Choice Quiz

A fifteen-question exam was prepared which required the students to assess a firm's performance, value and future needs based on specific company information as compared to industry norms. The assessment tool used was the same test created

last year to target and assess a student's financial knowledge. An additional component was used requiring the students to remember necessary ratio formulas and apply those formulas to determine the financial health of a target firm. Financial information, financial ratios, about a firm were not given to the student but they were given the benchmark information about that firm's industry. The student was required to compare the firm's ratios that they generated to the benchmark and determine the financial health of the firm. The intent this year was to determine if students are retaining financial knowledge from one finance course to another. Fifteen questions were asked and students needed to correctly identify ten of the markers to be considered "Meeting Expectations". Thirty-four exams were used for assessment purposes. Finance 307 – Financial Statement Analysis, a required finance course, was selected as the target group since most of the students in the course are Finance majors. A rubric was used to determine the grading of the exams (see Document Depository). A score of 2 or better indicates achievement. A score of 3 indicates proficiency.

Number of students assessed = 34

Correctly answering Questions 9, 10, & 11 indicates achievement of this learning goal.

Source of Evidence: Writing exam to assure certain proficiency level

Target:

At least 70% of students will have the ability to place a value on firms and their projects.

Finding (2015-2016) - Target: Met

Fourteen worksheets are routinely assigned each semester. It is expected that increasing the number of assignments and utilizing more than one 10-K or Annual Report should facilitate the retention of class material by the students.

A quiz was assigned to determine if the students could apply evaluation methods and financial mathematics. 70.2% of the students succeeded in this evaluation.

Related Action Plans (by Established cycle, then alpha):

Multiple Choice Quiz

It was determined that the finance professors should provide exposure to various resource items that students would be using in the work-place to determine the value of the firm. It was also determined that students should not be given a multiple-choice option for this assessment element. The student should be able to identify which key components should be applied to the assessment problem and how to work the problem.

Established in Cycle: 2009-2010

Implementation Status: Finished

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Use of a Multiple Choice Quiz |

Outcome/Objective: Students will be able to evaluate a firm's financial health.

Implementation Description: Use of additional exercises and work-place resources. Evaluation of effectiveness to be done by quiz in Finance 307 during the 2014-2015 academic year.

Projected Completion Date: 05/2015

Increased Class Assignments and Worksheets

Fourteen worksheets are routinely assigned each semester. It is expected that increasing the number of assignments and utilizing more than one 10-K or Annual Report should facilitate the retention of class material by the students.

Established in Cycle: 2010-2011

Implementation Status: In-Progress

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Financial Mathematics | **Outcome/Objective:** Financial Mathematics

Measure: Use of a Multiple Choice Quiz |

Outcome/Objective: Students will be able to evaluate a firm's financial health.

Implementation Description: Increase the number of class assignments and have students evaluate more than one 10-K and Annual Report in order to facilitate their retention of class material.

Projected Completion Date: 05/2016

Responsible Person/Group: Instructor

Additional Resources: 10-K Annual Report Worksheets

Finance 307 is doing a good job preparing Finance students for careers.

All of the Finance students that had completed Financial Statement Analysis (Finance 307) met the objective (8 of 12). Of the other 4 students, only 1 did not meet the objective but had not taken Finance 307. Although Finance 400 covers the material this assessment is evaluating, it is not its major focus. The results of this study will be shared with the Finance Faculty so that Finance 307 continues to prepare students for their careers.

Established in Cycle: 2012-2013

Implementation Status: In-Progress

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Use of a Multiple Choice Quiz |

Outcome/Objective: Students will be able to evaluate a firm's financial health.

Measure: Use of a Multiple Choice Quiz. |

Outcome/Objective: Students will have the ability to determine the financial health and value of a target firm.

Measure: Use of Multiple Choice Quiz |

Outcome/Objective: Students will determine a firm's financing needs.

Projected Completion Date: 05/2016

Use of Multiple Choice Quiz in Finance 300

It was determined that finance professors should continue their current course structure and include additional resources as they deem necessary. Quiz will be given in Finance 400.

Established in Cycle: 2013-2014

Implementation Status: Planned

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Financial Mathematics | **Outcome/Objective:** Financial Mathematics

Measure: Use of a Multiple Choice Quiz |

Outcome/Objective: Students will be able to evaluate a firm's financial health.

Measure: Use of a Multiple Choice Quiz. |

Outcome/Objective: Students will have the ability to determine the financial health and value of a target firm.

Measure: Use of Multiple Choice Quiz |

Outcome/Objective: Students will determine a firm's financing needs.

Implementation Description: Use additional resource material and class exercises to enhance student learning. Students will take a quiz on information learned to determine effectiveness.

Projected Completion Date: 12/2016

Responsible Person/Group: All Finance 300 teachers

Use of Multiple Choice Quiz in Finance 460

It was determined that finance professors should continue their current course structure and include additional resources as they deem necessary. Quiz will be given in Finance 460. Since only finance majors take this course, assessment of retained knowledge would be ideal. If 70% of the students pass the quiz with a "C" or better, the goal will have been met.

Established in Cycle: 2014-2015

Implementation Status: Planned

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Financial Mathematics | **Outcome/Objective:** Financial Mathematics

Measure: Use of a Multiple Choice Quiz |

Outcome/Objective: Students will be able to evaluate a firm's financial health.

Measure: Use of Multiple Choice Quiz |

Outcome/Objective: Students will determine a firm's financing needs.

Implementation Description: Use additional resource material and class exercises to enhance student learning. Students will take a quiz on information learned to determine effectiveness.

Projected Completion Date: 12/2016

Responsible Person/Group: Finance 460 Teachers

O/O 3: Students will determine a firm's financing needs.

Utilizing a company's financial ratios, students must filter through excess information to pinpoint that data which indicates how the firm is handling its financing needs and options.

Related Measures**M 3: Use of Multiple Choice Quiz**

A fifteen-question exam was prepared which required the students to assess a firm's performance, value and future needs based on specific company information as

compared to industry norms. The assessment tool used was the same test created last year to target and assess a student's financial knowledge. An additional component was used requiring the students to remember necessary ratio formulas and apply those formulas to determine the financial health of a target firm. Financial information, financial ratios, about a firm were not given to the student but they were given the benchmark information about that firm's industry. The student was required to compare the firm's ratios that they generated to the benchmark and determine the financial health of the firm. The intent this year was to determine if students are retaining financial knowledge from one finance course to another. Fifteen questions were asked and students needed to correctly identify ten of the markers to be considered "Meeting Expectations".

Source of Evidence: Writing exam to assure certain proficiency level

Target:

At least 70% of students will be able to determine a firm's financing needs and options.

Finding (2015-2016) - Target: Met

A multiple choice quiz which was combined with a problem solving segment was given to 52 students in the Fall 2015 in FNAN 307. Students were to use provided data, analyze the data and develop a conclusion as to the financial health of a sample company. Of the students that took the quiz, 31 were able to accurately assess the firm's health (as evidenced by scoring 70% or higher), 10 students were able to accurately identify some of the markers but did not develop the correct conclusion, and 11 students were unable to assess the firm's health. It was determined that more emphasis must be placed on learning the tools necessary to accurately identify problems within a corporate structure. In addition, the quiz will be examined to ensure ease of understanding, so that students understand what needs to be done, and effectiveness in assessing the student's ability to utilize unfamiliar information and develop a conclusion.

Related Action Plans (by Established cycle, then alpha):

Use of Multiple Choice Quiz

It was determined that finance professors should continue their current course structure and include additional resources as they deem necessary.

Established in Cycle: 2009-2010

Implementation Status: Terminated

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Use of Multiple Choice Quiz |

Outcome/Objective: Students will determine a firm's financing needs.

Implementation Description: Use additional resource material and class exercises to enhance student learning. Students will take a quiz on information learned to determine effectiveness.

Projected Completion Date: 05/2014

Additional Worksheets and Class Assignments

The worksheets currently assigned seemed to be somewhat effective in learning the necessary information and application of ratios. Increasing the number of worksheets and class assignments, using more than one 10-K and Annual Report and further practice in applying ratios to a target company should facilitate the retention of class material by the students.

Established in Cycle: 2011-2012

Implementation Status: On-Hold

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Use of Multiple Choice Quiz |

Outcome/Objective: Students will determine a firm's financing needs.

Implementation Description: Increased assignments. Evaluation of more than one 10-K or Annual Report.

Projected Completion Date: 02/2014

Responsible Person/Group: Instructor

Additional Resources: 10-K Annual Report Additional Worksheets

Finance 307 is doing a good job preparing Finance students for careers.

All of the Finance students that had completed Financial Statement Analysis (Finance 307) met the objective (8 of 12). Of the other 4 students, only 1 did not meet the objective but had not taken Finance 307. Although Finance 400 covers the material this assessment is evaluating, it is not its major focus. The results of this study will be shared with the Finance Faculty so that Finance 307 continues to prepare students for their careers.

Established in Cycle: 2012-2013

Implementation Status: In-Progress

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Use of a Multiple Choice Quiz |

Outcome/Objective: Students will be able to evaluate a firm's financial health.

Measure: Use of a Multiple Choice Quiz. |

Outcome/Objective: Students will have the ability to determine the financial health and value of a target firm.

Measure: Use of Multiple Choice Quiz |

Outcome/Objective: Students will determine a firm's financing needs.

Projected Completion Date: 05/2016

Use of Multiple Choice Quiz in Finance 300

It was determined that finance professors should continue their current course structure and include additional resources as they deem necessary. Quiz will be given in Finance 400.

Established in Cycle: 2013-2014

Implementation Status: Planned

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Financial Mathematics | **Outcome/Objective:** Financial Mathematics

Measure: Use of a Multiple Choice Quiz |

Outcome/Objective: Students will be able to evaluate a firm's financial health.

Measure: Use of a Multiple Choice Quiz. |

Outcome/Objective: Students will have the ability to

determine the financial health and value of a target firm.

Measure: Use of Multiple Choice Quiz |

Outcome/Objective: Students will determine a firm's financing needs.

Implementation Description: Use additional resource material and class exercises to enhance student learning. Students will take a quiz on information learned to determine effectiveness.

Projected Completion Date: 12/2016

Responsible Person/Group: All Finance 300 teachers

Use of Multiple Choice Quiz in Finance 460

It was determined that finance professors should continue their current course structure and include additional resources as they deem necessary. Quiz will be given in Finance 460. Since only finance majors take this course, assessment of retained knowledge would be ideal. If 70% of the students pass the quiz with a "C" or better, the goal will have been met.

Established in Cycle: 2014-2015

Implementation Status: Planned

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Financial Mathematics | **Outcome/Objective:** Financial Mathematics

Measure: Use of a Multiple Choice Quiz |

Outcome/Objective: Students will be able to evaluate a firm's financial health.

Measure: Use of Multiple Choice Quiz |

Outcome/Objective: Students will determine a firm's financing needs.

Implementation Description: Use additional resource material and class exercises to enhance student learning. Students will take a quiz on information learned to determine effectiveness.

Projected Completion Date: 12/2016

Responsible Person/Group: Finance 460 Teachers

Use of Multiple Choice Quiz in Finance 412

Finance majors must understand international finance and its impact on business interests. A multiple choice quiz has been developed to ascertain the students' level of understanding. If 70% of the students pass the quiz with a "C" or better, the assessment goal will have been met.

Established in Cycle: 2015-2016

Implementation Status: Planned

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Financial Mathematics | **Outcome/Objective:** Financial Mathematics

Measure: Use of Multiple Choice Quiz |

Outcome/Objective: Students will determine a firm's financing needs.

Implementation Description: A multiple choice quiz will be given in class.

Projected Completion Date: 05/2017

Responsible Person/Group: Finance 412 teachers

O/O 4: Financial Mathematics

Students must be able to apply a mathematical formula using relevant data on the target corporation.

Related Measures

M 4: Financial Mathematics

A fifteen-question exam was prepared which required the students to assess a firm's performance, value and future needs based on specific company information as compared to industry norms. The assessment tool used was the same test created last year to target and assess a student's financial knowledge. An additional component was used requiring the students to remember necessary ratio formulas and apply those formulas to determine the financial health of a target firm.

Financial information, financial ratios, about a firm were not given to the student but they were given the benchmark information about that firm's industry. The student was required to compare the firm's ratios that they generated to the benchmark and determine the financial health of the firm. The intent this year was to determine if students are retaining financial knowledge from one finance course to another. Fifteen questions were asked and students needed to correctly identify ten of the markers to be considered "Meeting Expectations". Thirty-four exams were used for assessment purposes. Finance 307 – Financial Statement Analysis, a required finance course, was selected as the target group since most of the students in the course are Finance majors. A rubric was used to determine the grading of the exams (see Document Depository). A score of 2 or better indicates achievement. A score of 3 indicates proficiency.

Source of Evidence: Writing exam to assure certain proficiency level

Target:

At least 70% of students will be able to evaluate securities, manage portfolios, and apply models for pricing financial instruments.

Finding (2015-2016) - Target: Met

All of the Finance students that had completed Financial Statement Analysis (Finance 307) met the objective (8 of 12). Of the other 4 students, only 1 did not meet the objective but had not taken Finance 307. Although Finance 400 covers the material this assessment is evaluating, it is not its major focus.

Related Action Plans (by Established cycle, then alpha):

Increased Class Assignments and Worksheets

Fourteen worksheets are routinely assigned each semester. It is expected that increasing the number of assignments and utilizing more than one 10-K or Annual Report should facilitate the retention of class material by the students.

Established in Cycle: 2010-2011

Implementation Status: In-Progress

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Financial Mathematics | **Outcome/Objective:**

Financial Mathematics

Measure: Use of a Multiple Choice Quiz |

Outcome/Objective: Students will be able to evaluate a firm's financial health.

Implementation Description: Increase the number of class assignments and have students evaluate more than one 10-K and Annual Report in order to facilitate their retention of class material.

Projected Completion Date: 05/2016

Responsible Person/Group: Instructor

Additional Resources: 10-K Annual Report Worksheets

Increasing the number of financial statement analyses and class assignments

Students are retaining some of the class material and can apply that material as needed. However, it is determined that increasing the number of classroom assignments and worksheets and utilizing more than one 10-K/Annual Report would better facilitate retention of class material by the students.

Established in Cycle: 2010-2011

Implementation Status: On-Hold

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Financial Mathematics | **Outcome/Objective:** Financial Mathematics

Implementation Description: Increased worksheets Comparing and contrasting more than one 10-K/Annual Report.

Projected Completion Date: 11/2011

Responsible Person/Group: Instructor

Additional Resources: Additional worksheets 10-K Annual Report

Use of Multiple Choice Quiz in Finance 300

It was determined that finance professors should continue their current course structure and include additional resources as they deem necessary. Quiz will be given in Finance 400.

Established in Cycle: 2013-2014

Implementation Status: Planned

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Financial Mathematics | **Outcome/Objective:** Financial Mathematics

Measure: Use of a Multiple Choice Quiz |

Outcome/Objective: Students will be able to evaluate a firm's financial health.

Measure: Use of a Multiple Choice Quiz. |

Outcome/Objective: Students will have the ability to determine the financial health and value of a target firm.

Measure: Use of Multiple Choice Quiz |

Outcome/Objective: Students will determine a firm's financing needs.

Implementation Description: Use additional resource material and class exercises to enhance student learning. Students will take a quiz on information learned to determine effectiveness.

Projected Completion Date: 12/2016

Responsible Person/Group: All Finance 300 teachers

Use of Multiple Choice Quiz in Finance 460

It was determined that finance professors should continue their current course structure and include additional resources as they deem necessary. Quiz will be given in Finance 460. Since only finance majors take this course, assessment of retained knowledge would be ideal. If 70% of the students pass the quiz with a "C" or better, the goal will have been met.

Established in Cycle: 2014-2015

Implementation Status: Planned

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Financial Mathematics | **Outcome/Objective:** Financial Mathematics

Measure: Use of a Multiple Choice Quiz |

Outcome/Objective: Students will be able to evaluate a firm's financial health.

Measure: Use of Multiple Choice Quiz |

Outcome/Objective: Students will determine a firm's financing needs.

Implementation Description: Use additional resource material and class exercises to enhance student learning. Students will take a quiz on information learned to determine effectiveness.

Projected Completion Date: 12/2016

Responsible Person/Group: Finance 460 Teachers

Use of Multiple Choice Quiz in Finance 412

Finance majors must understand international finance and its impact on business interests. A multiple choice quiz has been developed to ascertain the students' level of understanding. If 70% of the students pass the quiz with a "C" or better, the assessment goal will have been met.

Established in Cycle: 2015-2016

Implementation Status: Planned

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Financial Mathematics | **Outcome/Objective:** Financial Mathematics

Measure: Use of Multiple Choice Quiz |

Outcome/Objective: Students will determine a firm's financing needs.

Implementation Description: A multiple choice quiz will be given in class.

Projected Completion Date: 05/2017

Responsible Person/Group: Finance 412 teachers

Analysis Questions and Analysis Answers

How were assessment results shared and evaluated within the unit?

A general departmental faculty meeting was held and the results were given to the appropriate faculty members. It was discussed as to whether the current implemented plans are having the desired results. The faculty, although expressing concern over costs and time, unanimously agreed to continue on our present course.

Identify which action plans [created in prior cycle(s)] were implemented in this current cycle. For each of these implemented plans, were there any measurable or perceivable effects? How, if at all, did the findings appear to be affected by the implemented action plan?

Quizzes were examined for effectiveness and a new quiz was developed to have a greater depth of material. Students continue to pass these quizzes in a satisfactory number which leads the faculty to believe that our teaching methods and supplemental materials are having the desired effects in promoting in-depth knowledge of the course material.

What has the unit learned from the current assessment cycle? What is working well, and what is working less well in achieving desired outcomes?

Faculty are, on the whole, pleased with the desired outcomes. Continuing to apply practice along with reading assignments seems to provide better outcomes overall. The faculty has continued to add to course material as necessary, including a workbook for financial mathematics. Students are better prepared for class and are doing better, as a whole, on standardized tests.