

MBA Studies Completed and On-Going

We completed an up-dated outcome assessment of the MBA program in 2002. It included the baseline data from 1987 through 1989 (for comparison groups), the full-time graduating cadres of 1992, 1993, 1994, 1995, 2000, and 2001 and part-time graduating cadres of 1994, 1995, and 1996. The attached paper was published in a major journal in December, 2002.

Entering data on all in-coming MBAs continues to be collected each year, but only collect graduating data on full-time graduates. That data is analyzed about every two years, when we can find a PhD student interested in reformatting the data and analyzing it for us.

The main assessment method used for these comparisons (and the entry course) is the ECI-U WSOM Version. It assesses emotional and cognitive intelligence competencies that have been shown in hundreds of studies to predict effectiveness of managers, executives, and leaders in most countries of the world. It is on-line for our registered students, but I am attaching a hard copy of the Other-Assessment version. It is a 360 tool and only the "other" assessment is used for outcome analysis.

In addition to these studies, there have been a number of doctoral dissertations conducted on this data, as well as follow-ups of graduates. Annie McKee (nea Renio) followed graduates of 1989 six months after graduation), Jane Wheeler followed two of the three graduating part-time cadres two years after they had graduated. Meanwhile, other doctoral students, such as Ken Rhee and David Leonard have completed theses on this data and extended their research into other methods and findings not summarized in the 2002 article, nor the 1995 book (Boyatzis, Cowen, Kolb, Innovations in Professional Education: Steps on a Journey from Teaching to Learning, Jossey-Bass.). This work has been cited by other authors in the field as exemplary of outcome assessment and maintaining an intellectual integrity to our work with students. Parallel studies began last year at ESADE (a major management school in Barcelona to study the impact of their program.) and will start next year at ALBA (the major private management school in Athens).

EMBA Outcome Studies

Two doctoral dissertations were completed on follow-up studies of the EMBA. One by Edward DeJaegher followed the graduating class of 1997 four years later. Another Brigitte Rapisarda followed classes of 1999, 2000, and 2001 in 2002.

Professional Fellows Outcome Studies

Four cadres of the Professional Fellows Program were followed and studied. They were two classes one year after graduation, one cadre two years later, and one cadre three years later. The results are presented in Ballou, Bowers, Boyatzis, and Kolb (1999), a copy is attached.

Candidly, we do these studies and have worked closely with the faculty and staff responsible for the MBA program in the past. A recent Dean did not support or even pay attention to these studies, so it was difficult to get someone other than those of us inherently interested to look at the data, results, or discuss their implications. We hope this will change and revert to the earlier years (1987-1999) when we had the attention of the Dean, and therefore, others paid attention.

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