

# Spotlighting Grade Inflation in the CoB

## Grade Inflation Watch Lists and GPA Management in MGT

In part III of this series our investigators have compiled a list of the top grade inflation suspects in the CoB. To arrive at our list we used the technique for isolating grade inflation that was explained in the first two issues in this mini-series. This issue, the final one in this mini-series, concludes with additional analysis of the effects of grade inflation in one of the **Red Zone** academic units.

### Top Grade Inflation Candidates in the CoB

According to the data compiled by researchers, the top three candidates for grade inflation in the CoB are (listed alphabetically):

1. Kuo Lane Chen, MIS
2. Fujun Lai, MIS
3. Daniel Michael, MGT

Each of these three instructors is a **Red Zone** grader. In each case, the CumGPA is above both the CoB average GPA and that of the relevant CoB academic unit.

### Making Use of Grade Inflation in Navigating Degree Plans

A recent grade histories report posted to this website contained CumGPA averages for professors in the MGT area. Portions of that report are shown below:

#### A Look at **pic**prof Grades in MGT (by Course)

<u>Course</u>	<u>Professor</u>	<u>#Students</u>	<u>CumGPA</u>
MGT 300	Gregory, B.	140	1.81
	Michael, D.	52	3.07
	Sevier, A.	396	2.19
MGT 325	Fennell, W.	301	2.08
	Yang, J.	23	2.86
MGT 364	Michael, D.	36	3.16
	Vest, M.	159	1.84
MGT 400	Carr, J.	44	3.00
	Duhon, D.	171	2.76
	Peyrefitte, J.	38	2.89
	Topping, S.	36	2.88
	Zantow, K.	28	2.64
MGT 454	Bushardt, S.	26	3.11
	Gregory, B.	52	2.30
	Michael, D.	28	3.42

MGT 455	Zantow, K.	29	2.89
MGT 465	Fennell, W.	44	2.52
	Yang, J.	13	2.84
MGT 468	Vest, M.	13	2.23
MGT 475	Carr, J.	52	2.96
	Sequeira, J.	102	3.03
MGT 480	Bushardt, S.	27	3.00
	Daniel, F.	20	2.85
MGT 482	Sequeira, J.	28	3.17
MGT 495	Peyrefitte, J.	30	3.10

As our investigators examined these data above, it became evident that MGT majors have a lot of room to “navigate” the MGT curriculum in a way that provides them with an opportunity to graduate with a healthy in-major GPA. For example, the average performance in Vest’s MGT 364 course is a 1.84 GPA. However, an alternative to Vest for completing this course is Michael, and the average performance with Michael is a 3.16 – much better than in Vest’s sections. Thus, Micheal provides MGT majors with an escape hatch of sorts, or a safe place to go to complete MGT 364. And, this scenario occurs frequently within the MGT course menu/portfolio (see insert above for other cases of this sort).

Let’s consider the following example, wherein two hypothetical MGT majors complete the entire upper level MGT course sequence along different routes. In this example, each student earns the average grade awarded by his/her chosen instructor for each course in the sequence.

<b>Student A</b>			<b>Student B</b>		
<b>Course</b>	<b>Instructor</b>	<b>Grade</b>	<b>Course</b>	<b>Instructor</b>	<b>Grade</b>
MGT 325	Fennell	2.08	MGT 325	Yang	2.86
MGT 365	Vest	1.84	MGT 365	Michael	3.16
MGT 400	Zantow	2.64	MGT 400	Carr	3.00
MGT 454	Gregory	2.30	MGT 454	Michael	3.42
MGT 455	Zantow	2.89	MGT 455	Zantow	2.89
MGT 465	Fennell	2.52	MGT 465	Yang	2.84
MGT 468	Vest	2.23	MGT 468	Vest	2.23
MGT 475	Carr	2.96	MGT 475	Sequeira	3.03
MGT 480	Daniel	2.85	MGT 480	Bushardt	3.00
MGT 482	Sequeira	3.17	MGT 482	Sequeira	3.17
MGT 495	Peyrefitte	3.10	MGT 495	Peyrefitte	3.10

In our example above, Student A chooses the “hardest grader” available for each particular course, while Student B signs on for the “easiest grader.” In doing so, Student A signs up to face five Gray Zone MGT faculty and six Red Zone MGT faculty, while

Student B signs up to face only one Gray Zone MGT faculty and 10 Red Zone MGT faculty.

Student A's MGT grade point average comes to a 2.598, well within the Gray Zone using overall CoB average GPAs. Student B, on the other hand, is able to navigate his/her way to a MGT grade point average of 2.973, or well inside the CoB Red Zone. Of course, our example is extreme in that each student completes the entire sequence of upper-level MGT courses. Several subset options for Student B – a student who earns the average grade (by professor) in each course -- allow him/her to graduate from the CoB with a MGT GPA that is above a 3.00. Thus, the first thing CoB management majors learn how to manage is their own GPAs.