



Peregrine Onboarding/Inbound Assessment FAQs

Why do I need to take the Inbound Assessment?

Every University of Redlands program has a set of learning outcomes that define the program in terms of what the faculty expect you to accomplish in your degree program. In the School of Business, every program that uses the Inbound Assessment has a learning outcome related to your knowledge of business and management:

- **BSB Program Learning Outcome 1:** Demonstrate knowledge of core business disciplines to effectively address organizational challenges and opportunities.
- **MBA Program Learning Outcome 1:** Use and apply business knowledge from disciplines such as accounting, finance, marketing, management, information systems, operations, and global business to generate/create business solutions.
- **MSOL Program Learning Outcome 2:** Utilize principles, theories, and methods of leadership and management to address issues related to organizational effectiveness.

In his May 2, 2019 talk to the 11th Annual Redlands Business Forum, Dean Tom Horan defined Principled Leadership at the individual level, group level, and organizational level. At the individual level, he noted, “It all starts with the person, whether an employee, a manager, or a vice president. We frame this as self-management with four critical factors: character, competence, commitment, and compassion.” The Inbound Assessment helps you with the second critical factor: competency. Horan explained, “In terms of competency, what are your strengths? What can you bring to your organization, and are there weaknesses that need attention?”

The purpose of the assessment is to help you discover your strengths and weaknesses. That is why we share the results with you. You may have areas where you already have a strong body of knowledge. The challenge for you will be to expand that knowledge to a deeper level. You may have areas where you need improvement. Some, but not all of those areas will be explored in your Redlands program. If they are in your program, your challenge will be to take every advantage of the opportunity to learn. If an area is not covered in your program but that knowledge is important to your educational and career goals, you might consider an elective course through the School for Continuing Studies, looking for career development opportunities from your employer, taking a free online course, or studying on your own. The choice is up to you. Your Redlands degree will also help you improve your skills at searching for new skills and knowledge so that you can continue to develop on your own long after you graduate.

What topics does the Inbound Assessment cover?

The specific topics covered depend on your academic program. Each assessment covers core knowledge areas and optional areas of knowledge selected by the faculty for your particular program based on the learning outcomes and curriculum for that program. It is important to take both the inbound assessment at the beginning of your program and the outbound assessment at the end because it is the difference between the two scores that tells you what you have accomplished (and where you may still need further improvement).

I just took the Peregrine Outbound Assessment for my undergraduate program. Do I have to take the assessment again?

Because the faculty have chosen different knowledge areas for each program, the outbound assessment for your undergraduate program cannot be used as an inbound assessment for your graduate program. Only inbound and outbound results from the same program can be compared reliably to give you insight into your learning in the program.

When do I need to take the Inbound Assessment?

You must complete this assessment two weeks before the end of your first semester in the program. Otherwise, you will not be able to register for courses for the next semester during open registration. Note: MSOL students must complete this assessment while enrolled in the MGMT633 course.

How do I access this Inbound Assessment?

- You are registered in this Onboarding /Inbound Assessment and must access the assessment by logging into Moodle. In Moodle, you must thoroughly review and follow the Peregrine Inbound Assessment registration instructions. Note: MSOL students must access this assessment through your MGMT633 course syllabus.
- The registration process should take no more than 5 minutes to complete.
- You will need your U of R Student ID number to register.
- You must register with your redlands.edu email address.
- There is no tuition cost for this course or for the Peregrine Assessment. Upon completion of your registration, you will receive a confirmation email with your assessment/course link for taking the assessment online.

What if I have a disability and need academic accommodations for the Inbound Assessment?

Please contact Christine Taitano, the Director of Student Success, at Christine_Taitano@redlands.edu or (909) 748-8743 for assistance.

Will I be graded on the Inbound Assessment?

- This is not a pass/fail assessment and it is not a prerequisite for entering your program. Your Inbound Assessment results will only be used to assess your knowledge at the start of your program.
- Upon completion of the assessment, you will receive your score and a certificate of completion.
- If you have any problems with the assessment registration process after following the registration instructions, please visit [Peregrine Technical Support](#) page.