

**PROGRAM LEARNING ASSESSMENT RESULTS**
**Master of Business Administration**

Fall 1 2015 to Summer 1 2017

**Aggregated Results<sup>1,2,3</sup>**

PLO 1 - Business Functions/Process (BUSU-640)				n =195
Rubric Criterion	Exemplary	Proficient	Developing	Emerging
<i>Content Accuracy</i>	38.5% (75)	42.6% (83)	11.8% (23)	7.2% (14)
<i>Writing and Organization</i>	40.0% (78)	31.8% (62)	12.8% (25)	15.4% (30)
<i>Understanding of Theory and/or Critical Concepts</i>	56.4% (110)	30.8% (60)	8.2% (16)	4.6% (9)
<i>Application of Theory</i>	48.2% (94)	32.3% (63)	12.8% (25)	6.7% (13)
<i>Synthesis</i>	51.3% (100)	25.6% (50)	13.8% (27)	9.2% (18)
<b>Average Performance Levels</b>	<b>46.9%</b>	<b>32.6%</b>	<b>11.9%</b>	<b>8.6%</b>

PLO 2 - Strategic Planning (BUSU-640)				n =195
Rubric Criterion	Exemplary	Proficient	Developing	Emerging
<i>Content Accuracy</i>	38.5% (75)	42.6% (83)	11.8% (23)	7.2% (14)
<i>Writing and Organization</i>	40.0% (78)	31.8% (62)	12.8% (25)	15.4% (30)
<i>Understanding of Theory and/or Critical Concepts</i>	56.4% (110)	30.8% (60)	8.2% (16)	4.6% (9)
<i>Application of Theory</i>	48.2% (94)	32.3% (63)	12.8% (25)	6.7% (13)
<i>Synthesis</i>	51.3% (100)	25.6% (50)	13.8% (27)	9.2% (18)
<b>Average Performance Levels</b>	<b>46.9%</b>	<b>32.6%</b>	<b>11.9%</b>	<b>8.6%</b>

PLO 3 - Sustainability/Ethics (BUSU-650)				n =233
Rubric Criterion	Exemplary	Proficient	Developing	Emerging
<i>Content Accuracy</i>	73.4% (171)	22.7% (53)	2.1% (5)	1.7% (4)
<i>Writing and Organization</i>	50.6% (118)	39.1% (91)	7.7% (18)	2.6% (6)
<i>Understanding of Theory and/or Critical Concepts</i>	82.0% (191)	12.4% (29)	5.2% (12)	0.4% (1)
<i>Application of Theory</i>	76.8% (179)	18.9% (44)	3.4% (8)	0.9% (2)
<i>Synthesis</i>	73.0% (170)	21.5% (50)	4.3% (10)	1.3% (3)
<b>Average Performance Levels</b>	<b>71.2%</b>	<b>22.9%</b>	<b>4.5%</b>	<b>1.4%</b>

PLO 4 - Leadership (OLCU-615) <sup>4</sup>			Rubric Version: B	n =130
Rubric Criterion	Exemplary	Proficient	Developing	Emerging
<i>Change Initiative Description</i>	84.6% (110)	10.0% (13)	4.6% (6)	0.8% (1)
<i>Change Diagnosis</i>	76.2% (99)	16.9% (22)	6.2% (8)	0.8% (1)
<i>Change Strategy</i>	73.1% (95)	21.5% (28)	3.8% (5)	1.5% (2)
<i>Benefits</i>	68.5% (89)	25.4% (33)	4.6% (6)	1.5% (2)
<i>Critical Analysis</i>	58.5% (76)	31.5% (41)	9.2% (12)	0.8% (1)

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## Aggregated Results<sup>1,2,3</sup>

APA and Sources	65.4% (85)	15.4% (20)	15.4% (20)	3.8% (5)
Writing Mechanics	72.3% (94)	22.3% (29)	4.6% (6)	0.8% (1)
<b>Average Performance Levels</b>	<b>71.2%</b>	<b>20.4%</b>	<b>6.9%</b>	<b>1.4%</b>

PLO 4 - Leadership (OLCU-615)			Rubric Version: A n =25	
Rubric Criterion	Exemplary	Proficient	Developing	Emerging
Understanding of Assignment	80.0% (20)	20.0% (5)	0.0% (0)	0.0% (0)
Content Accuracy	84.0% (21)	16.0% (4)	0.0% (0)	0.0% (0)
Understanding of basic OD Theory/Concepts/Models	80.0% (20)	16.0% (4)	4.0% (1)	0.0% (0)
Integration of basic OD Theory/Concepts/Models	64.0% (16)	32.0% (8)	4.0% (1)	0.0% (0)
Professionalism and Presentation of Paper	72.0% (18)	24.0% (6)	4.0% (1)	0.0% (0)
<b>Average Performance Levels</b>	<b>76.0%</b>	<b>21.6%</b>	<b>2.4%</b>	<b>0.0%</b>

PLO 5 - Innovation (OLCU-632)			n =175	
Rubric Criterion	Exemplary	Proficient	Developing	Emerging
Content Accuracy	87.4% (153)	8.6% (15)	2.3% (4)	1.7% (3)
Writing and Organization	54.3% (95)	25.7% (45)	13.1% (23)	6.9% (12)
Understanding of Theory and/or Critical Thinking	74.9% (131)	14.3% (25)	9.1% (16)	1.7% (3)
Application of Theory	82.3% (144)	11.4% (20)	5.7% (10)	0.6% (1)
Synthesis	81.1% (142)	12.0% (21)	5.7% (10)	1.1% (2)
<b>Average Performance Levels</b>	<b>76.0%</b>	<b>14.4%</b>	<b>7.2%</b>	<b>2.4%</b>

**Notes:**

1. Cases where a student did not upload an assignment (coded as "no submission" in the extract from GradeMark) were excluded from the analysis.
2. In cases where the mastery assignment was a group project, only the assignment submitted by the group leader was included in the analysis.
3. All rows may not add up to 100% reflecting missing rubric points.
4. OLCU-615 new rubric implemented Spring 1 2016.