

# PROGRAM LEARNING ASSESSMENT RESULTS

**BA in Organizational Leadership**

Fall 1 2015 to Summer 1 2017

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

PLO 1 - Diversity (OLCU-425) <span style="float: right;">n =197</span>				
Rubric Criterion	Exemplary	Proficient	Developing	Emerging
<i>Diversity Leadership</i>	80.2% (158)	16.2% (32)	2.5% (5)	1.0% (2)
<i>Cross-Cultural Communication</i>	70.6% (139)	25.4% (50)	2.5% (5)	1.5% (3)
<i>Cultural Intelligence</i>	72.1% (142)	18.8% (37)	4.6% (9)	4.6% (9)
<i>Critical Analysis</i>	66.0% (130)	22.3% (44)	8.6% (17)	3.0% (6)
<i>Organization and Writing Mechanic</i>	55.3% (109)	24.4% (48)	13.2% (26)	6.1% (12)
<b>Average Performance Levels</b>	<b>68.8%</b>	<b>21.4%</b>	<b>6.3%</b>	<b>3.2%</b>

PLO 2 - Communication (OLCU-414) <span style="float: right;">n =107</span>				
Rubric Criterion	Exemplary	Proficient	Developing	Emerging
<i>Key Insights</i>	96.3% (103)	0.9% (1)	1.9% (2)	0.9% (1)
<i>Application</i>	89.7% (96)	5.6% (6)	2.8% (3)	1.9% (2)
<i>Critical Analysis</i>	85.0% (91)	11.2% (12)	1.9% (2)	1.9% (2)
<i>Writing Mechanics</i>	39.3% (42)	49.5% (53)	7.5% (8)	2.8% (3)
<b>Average Performance Levels</b>	<b>77.6%</b>	<b>16.8%</b>	<b>3.5%</b>	<b>1.9%</b>

PLO 3 - Critical Inquiry (OLCU-380) <span style="float: right;">n =238</span>				
Rubric Criterion	Exemplary	Proficient	Developing	Emerging
<i>Assignment Analysis</i>	91.6% (218)	5.5% (13)	2.5% (6)	0.4% (1)
<i>Issue Analysis</i>	86.6% (206)	11.3% (27)	2.1% (5)	0.0% (0)
<i>Conclusions and Recommendation</i>	77.3% (184)	19.3% (46)	2.5% (6)	0.4% (1)
<i>APA and Sources</i>	67.2% (160)	20.2% (48)	8.0% (19)	4.2% (10)
<i>Writing Mechanics</i>	65.1% (155)	24.4% (58)	8.8% (21)	1.7% (4)
<b>Average Performance Levels</b>	<b>77.6%</b>	<b>16.1%</b>	<b>4.8%</b>	<b>1.3%</b>

PLO 4 - Leadership (OLCU-400) <span style="float: right;">n =177</span>				
Rubric Criterion	Exemplary	Proficient	Developing	Emerging
<i>Introduction</i>	61.0% (108)	19.8% (35)	4.0% (7)	15.3% (27)
<i>Leadership Theories</i>	72.3% (128)	23.2% (41)	4.0% (7)	0.6% (1)
<i>Learning Integration</i>	66.7% (118)	27.7% (49)	5.1% (9)	0.6% (1)
<i>Application to Leadership Practice</i>	58.8% (104)	30.5% (54)	8.5% (15)	2.3% (4)
<i>Writing Mechanics and APA</i>	45.2% (80)	37.3% (66)	10.7% (19)	6.8% (12)

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<b>Average Performance Levels</b>	<b>60.8%</b>	<b>27.7%</b>	<b>6.5%</b>	<b>5.1%</b>
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PLO 5 - Ethics (OLCU-350) <sup>4</sup>			Rubric Version: B		n = 82
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	
<i>Content Accuracy</i>	69.5% (57)	18.3% (15)	7.3% (6)	4.9% (4)	
<i>Critical Analysis</i>	62.2% (51)	26.8% (22)	9.8% (8)	1.2% (1)	
<i>Application/Learning</i>	58.5% (48)	29.3% (24)	9.8% (8)	1.2% (1)	
<i>Writing Mechanics and APA</i>	51.2% (42)	34.1% (28)	9.8% (8)	3.7% (3)	
<i>Use of Sources</i>	63.4% (52)	13.4% (11)	7.3% (6)	14.6% (12)	
<b>Average Performance Levels</b>	<b>61.0%</b>	<b>24.4%</b>	<b>8.8%</b>	<b>5.1%</b>	

PLO 5 - Ethics (OLCU-350)			Rubric Version: A		n = 39
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	
<i>Content Accuracy</i>	64.1% (25)	17.9% (7)	10.3% (4)	7.7% (3)	
<i>Critical Analysis</i>	69.2% (27)	28.2% (11)	2.6% (1)	0.0% (0)	
<i>Application Learning</i>	92.3% (36)	7.7% (3)	0.0% (0)	0.0% (0)	
<i>Writing Mechanics and APA</i>	71.8% (28)	25.6% (10)	2.6% (1)	0.0% (0)	
<i>Use of Sources</i>	59.0% (23)	12.8% (5)	12.8% (5)	15.4% (6)	
<b>Average Performance Levels</b>	<b>71.3%</b>	<b>18.4%</b>	<b>5.7%</b>	<b>4.6%</b>	

PLO 6 - Application (OLCU-487)					n = 303
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	
<i>Abstract</i>	79.9% (242)	10.6% (32)	6.3% (19)	3.3% (10)	
<i>Leadership Issue</i>	91.1% (276)	7.9% (24)	0.7% (2)	0.3% (1)	
<i>Literature Review</i>	77.6% (235)	16.2% (49)	3.0% (9)	3.3% (10)	
<i>Conclusions and Recommendation</i>	76.6% (232)	17.5% (53)	4.0% (12)	2.0% (6)	
<i>Critical Thinking</i>	78.2% (237)	19.5% (59)	2.0% (6)	0.3% (1)	
<i>APA and Sources</i>	65.0% (197)	27.4% (83)	5.9% (18)	1.7% (5)	
<i>Writing Mechanics</i>	62.0% (188)	20.8% (63)	12.9% (39)	4.3% (13)	
<b>Average Performance Levels</b>	<b>75.8%</b>	<b>17.1%</b>	<b>5.0%</b>	<b>2.2%</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-350 revised rubric implemented Spring 2 2016.