Program Learning Assessment Results
BA in Organizational Leadership
Spring Collection (Fall 1 2011, Fall 2 2011, Winter 2012, Spring 1 2012, Spring 2, 2012)

Aggregated Results[1,2,3]

PLO 1 - Diversity (OLCU-425)							n= 204	
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
Content Accuracy [4]	49.0%	100	22.1%	45	3.9%	8	1.0%	2
Writing and Organization	38.2%	78	39.7%	81	15.2%	31	5.4%	11
Understanding of how historical & social diversity affect individual behavior in organizations.	53.9%	110	27.9%	57	14.2%	29	2.9%	6
Understanding of communication among multiple cultures in organizations & common ethno-centric biases that impede or facilitate success.	49.0%	100	31.4%	64	18.1%	37	0.5%	1
Application	51.0%	104	30.9%	63	14.2%	29	2.9%	6
Synthesis	47.5%	97	31.9%	65	16.7%	34	3.4%	7
Average Performance Levels	48.1%		30.6%		13.7%		2.7%	

PLO 2 - Communication[5]							n= 0	
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
Average Performance Levels								

PLO 3 - Critical Inquiry & PLO 6 - Application (OLCU-487)							n= 68	
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
Abstract	47.1%	32	30.9%	21	14.7%	10	7.4%	5
Introduction and Research Questions	66.2%	45	20.6%	14	8.8%	6	2.9%	2
Literature Review	55.9%	38	22.1%	15	16.2%	11	2.9%	2
Conclusions and Recommendations	38.2%	26	36.8%	25	22.1%	15	2.9%	2
Critical Thinking	47.1%	32	30.9%	21	20.6%	14	1.5%	1
Writing Mechanics and APA	25.0%	17	50.0%	34	20.6%	14	4.4%	3
Average Performance Levels	46.6%		31.9%		17.2%		3.7%	

PLO 4 - Leadership (OLCU-400)							n= 162	
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
Introduction	50.0%	81	28.4%	46	16.0%	26	5.6%	9
Leadership Theories	66.0%	107	22.2%	36	10.5%	17	1.2%	2
Learning Integration	58.6%	95	31.5%	51	6.8%	11	3.1%	5
Application to Leadership Practice	58.0%	94	21.6%	35	16.0%	26	3.7%	6
Writing and Mechanics and APA	41.4%	67	34.0%	55	15.4%	25	9.3%	15
Average Performance Levels	54.8%		27.5%		13.0%		4.6%	

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PLO 5 - Ethics (OLCU-350)							n= 399	
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
Executive's Ethical Beliefs and Practices	47.4%	189	23.1%	92	20.6%	82	9.0%	36
Analysis of the Executive's Ethics	45.9%	183	32.8%	131	16.5%	66	4.8%	19
Your Opinion of the Executive's Ethical Approach	58.9%	235	28.8%	115	9.8%	39	2.5%	10
Writing Style	61.7%	246	29.6%	118	8.0%	32	0.8%	3
Sources	48.1%	192	22.3%	89	12.5%	50	17.0%	68
APA	40.6%	162	36.6%	146	19.8%	79	3.0%	12
Technicalities	57.6%	230	30.1%	120	10.5%	42	0.8%	3
Average Performance Levels	51.5%		29.0%		14.0%		5.4%	

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. The Content Accuracy criteria was not available for use by instructors in Fall 1 2011 resulting in missing data.

5. A Mastery Course or Signature Assignment was not indicated on Curriculum Map.