

Program Learning Assessment Results (Assessment Office/School of Education)

Aggregated and Disaggregated Results for each PLO:

The tables illustrate the percentage of students who meet the specific performance levels for each program learning outcome.

Program Learning Assessment Results

BA in Organizational Leadership

Spring Collection (Summer 2012, Fall 1 2012, Fall 2 2012, Spring 1 2013, Spring 2 2013, Summer 1 2013, Summer 2 2013, Fall 1 2013, Fall 2 2013, Spring 1 2014, Spring 2 2014, Summer 1 2014)

Aggregated Results^{1, 2, 3, 4, 5}

PLO 1 - Diversity (OLCU-425) - Previous Rubric from Summer 2012 to Fall 1 2013								
n= 246								
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Content Accuracy</i>	78.9%	194	16.3%	40	3.3%	8	1.6%	4
<i>Writing and Organization</i>	45.1%	111	37.4%	92	12.6%	31	4.9%	12
<i>Understanding of Historical & Social Diversity</i>	66.7%	164	17.5%	43	11.8%	29	4.1%	10
<i>Understanding of Communication among Multiple Cultures in Organizations</i>	67.1%	165	22.4%	55	8.9%	22	1.6%	4
<i>Application</i>	57.3%	141	25.2%	62	13.8%	34	3.3%	8
<i>Synthesis</i>	52.4%	129	28.9%	71	13.4%	33	4.1%	10
Average Performance Levels	61.2%		24.6%		10.6%		3.3%	

PLO 1 - Diversity (OLCU-425) - Current Rubric from Fall 2 2013 to Present								
n= 222								
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Diversity Leadership</i>	59.0%	131	28.8%	64	9.5%	21	2.7%	6
<i>Cross-Cultural Communication</i>	58.6%	130	28.4%	63	8.6%	19	4.5%	10
<i>Cultural Intelligence</i>	54.5%	121	30.2%	67	9.0%	20	6.3%	14
<i>Critical Analysis</i>	54.5%	121	33.3%	74	8.6%	19	3.6%	8
<i>Organization and Writing Mechanic</i>	33.3%	74	43.2%	96	17.6%	39	5.9%	13
Average Performance Levels	52.0%		32.8%		10.6%		4.6%	

PLO 2 - Communication (OLCU-414) - Previous Rubric from Summer 2 2012 to Spring 2 2013								
n= 103								
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Describe, Analyze, Recommendations</i>	99.0%	102	1.0%	1	0.0%	0	0.0%	0
<i>Reflective Analysis</i>	97.1%	100	2.9%	3	0.0%	0	0.0%	0

<i>Form: Writing Style</i>	87.4%	90	11.7%	12	1.0%	1	0.0%	0
<i>APA Application</i>	56.3%	58	28.2%	29	10.7%	11	4.9%	5
Average Performance Levels	85.0%		10.9%		2.9%		1.2%	

PLO 2 - Communication (OLCU-414) - Current Rubric from Fall 1 2013 to Present								
n= 244								
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Key Insights</i>	88.1%	215	9.8%	24	2.0%	5	0.0%	0
<i>Application</i>	77.9%	190	13.9%	34	7.4%	18	0.8%	2
<i>Critical Analysis</i>	73.4%	179	18.9%	46	4.5%	11	3.3%	8
<i>Writing Mechanics</i>	38.9%	95	30.7%	75	19.3%	47	10.2%	25
Average Performance Levels	69.6%		18.3%		8.3%		3.6%	

PLO 3 - Critical Inquiry (OLCU-487) & PLO 6 - Application								
n= 262								
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Abstract</i>	70.6%	185	16.0%	42	9.2%	24	3.4%	9
<i>Introduction and Research Questions</i>	82.1%	215	9.9%	26	4.6%	12	2.7%	7
<i>Literature Review</i>	74.8%	196	14.1%	37	8.8%	23	2.3%	6
<i>Conclusions and Recommendations</i>	71.4%	187	17.6%	46	7.3%	19	3.1%	8
<i>Critical Thinking</i>	73.7%	193	16.4%	43	8.8%	23	0.8%	2
<i>APA and Sources</i>	48.5%	127	36.3%	95	10.7%	28	4.2%	11
Average Performance Levels	70.2%		18.4%		8.2%		2.7%	

PLO 4 - Leadership (OLCU-400)								
n= 361								
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Introduction</i>	57.6%	208	26.6%	96	11.4%	41	4.4%	16
<i>Leadership Theories</i>	68.4%	247	24.1%	87	6.9%	25	0.6%	2
<i>Learning Integration</i>	56.2%	203	30.5%	110	11.4%	41	1.7%	6
<i>Application to Leadership Practice</i>	52.1%	188	32.7%	118	13.0%	47	2.2%	8
<i>Writing Mechanics and APA</i>	39.6%	143	38.2%	138	12.7%	46	9.1%	33
Average Performance Levels	54.8%		30.4%		11.1%		3.6%	

PLO 5 - Ethics (OLCU-350) - Previous Rubric from Summer 2012 to Summer 1 2013								
n= 323								
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Content 1</i>	50.2%	162	22.3%	72	18.9%	61	8.0%	26
<i>Content 2</i>	47.7%	154	34.4%	111	15.8%	51	1.5%	5
<i>Content 3</i>	62.8%	203	23.5%	76	10.5%	34	2.5%	8
<i>Form 1</i>	56.7%	183	37.2%	120	4.6%	15	1.2%	4
<i>Form 2</i>	61.9%	200	14.2%	46	13.0%	42	10.8%	35
<i>Form 3</i>	40.6%	131	45.8%	148	11.5%	37	1.9%	6

<i>Form 4</i>	71.8%	232	26.6%	86	0.6%	2	0.6%	2
Average Performance Levels	55.9%		29.1%		10.7%		3.8%	

PLO 5 - Ethics (OLCU-350) - Current Rubric from Summer 2 2013 to Present								
n= 330								
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Content Accuracy</i>	64.5%	213	23.6%	78	5.5%	18	6.4%	21
<i>Critical Analysis</i>	70.9%	234	23.6%	78	3.6%	12	1.5%	5
<i>Application/Learning</i>	77.0%	254	20.0%	66	2.1%	7	0.6%	2
<i>Writing Mechanics and APA</i>	54.2%	179	40.0%	132	4.8%	16	0.6%	2
<i>Sources</i>	71.5%	236	9.7%	32	3.3%	11	15.2%	50
Average Performance Levels	67.6%		23.4%		3.9%		4.8%	

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. PLO 3 - Critical Inquiry: As of Summer 2 2014, OLCU-487 will be replaced with OLCU-380.
5. PLO 3 - Critical Inquiry and PLO 6 - Application were applied for the same course (OLCU-487) for this reporting period.