Program Learning Assessment Results
MA in Organizational Leadership
Fall Collection (Fall 1 2011, Fall 2 2011)

Aggregated Results[1, 2, 3]

PLO 1 - Leadership (OLCU-681)							n = 34	
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
Establishes framework	64.7%	22	35.3%	12	0.0%	0	0.0%	0
Leadership Theory	55.9%	19	35.3%	12	8.8%	3	0.0%	0
Self as Leader	61.8%	21	23.5%	8	8.8%	3	2.9%	1
Leadership in Context	55.9%	19	35.3%	12	8.8%	3	0.0%	0
Conclusion	55.9%	19	29.4%	10	5.9%	2	0.0%	0
Writing	58.8%	20	29.4%	10	11.8%	4	0.0%	0
Style (APA)	47.1%	16	41.2%	14	11.8%	4	0.0%	0
Average Performance Levels	57.1%		32.8%		8.0%		0.4%	

PLO 2 - Critical Analysis (OLCU-613)							n = 47	
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
Understanding of Assignment	89.4%	42	10.6%	5	0.0%	0	0.0%	0
Content Accuracy	80.9%	38	19.1%	9	0.0%	0	0.0%	0
Understanding of OB Theory/Concepts/Models	68.1%	32	31.9%	15	0.0%	0	0.0%	0
Integration	70.2%	33	25.5%	12	4.3%	2	0.0%	0
Professionalism and Presentation	74.5%	35	17.0%	8	8.5%	4	0.0%	0
Average Performance Levels	76.6%		20.9%		2.6%		0.0%	

PLO 3 - Systems (OLCU-602)[4]							n = 0	
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
Understanding of Assignment	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Content Accuracy	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Understanding of OD Theory/Concepts/Models	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Integration	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Professionalism and Presentation	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Average Performance Levels	0.0%		0.0%		0.0%		0.0%	

PLO 4 - Ethics (OLCU-601)[5]							n = 39	
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
Content: Examining organization code of ethics	43.6%	17	30.8%	12	7.7%	3	17.9%	7
Literature Review	79.5%	31	15.4%	6	2.6%	1	2.6%	1
APA Format	61.5%	24	30.8%	12	5.1%	2	2.6%	1
Writing Mechanics: Grammar	66.7%	26	23.1%	9	7.7%	3	2.6%	1
Writing Mechanics: Style	56.4%	22	30.8%	12	7.7%	3	5.1%	2
Average Performance Levels	61.5%		26.2%		6.2%		6.2%	

PLO 5 - Collaboration (OLCU-681)							n = 34	
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
Establishes framework	64.7%	22	35.3%	12	0.0%	0	0.0%	0

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Leadership Theory	55.9%	19	35.3%	12	8.8%	3	0.0%	0
Self as Leader	61.8%	21	23.5%	8	8.8%	3	2.9%	1
Leadership in Context	55.9%	19	35.3%	12	8.8%	3	0.0%	0
Conclusion	55.9%	19	29.4%	10	5.9%	2	0.0%	0
Writing	58.8%	20	29.4%	10	11.8%	4	0.0%	0
Style(APA)	47.1%	16	41.2%	14	11.8%	4	0.0%	0
Average Performance Levels	57.1%		32.8%		8.0%		0.4%	

PLO 6 - Change (OLCU-615)							n = 38	
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
Understanding of Assignment	81.6%	31	7.9%	3	0.0%	0	10.5%	4
Content Accuracy	84.2%	32	5.3%	2	0.0%	0	10.5%	4
Understanding of OD Theory/Concepts/Models	71.1%	27	15.8%	6	0.0%	0	13.2%	5
Integration	68.4%	26	15.8%	6	2.6%	1	5.3%	2
Professionalism and Presentation	28.9%	11	50.0%	19	21.1%	8	0.0%	0
Average Performance Levels	66.8%		18.9%		4.7%		7.9%	

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. Assessment data was not collected for OLCU-602. The course was not offered Fall 1 2011 and the Turnitin assignment was not built in time for Fall 2 2011.
5. The rubric for OLCU-601 was revised after Fall 2 2011. PLA results from Winter 2012 forward will refer to the new rubric.