

Program Learning Assessment Results (Assessment Office)

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

MA Organizational Leadership

Fall Collection (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, Summer 2 2014, Fall 1 2014, Fall 2 2014)

Aggregated Results^{1, 2, 3}

PLO 1 - Leadership, PLO 5 Collaboration (OLCU-681) ⁴ n = 381								
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Establishes Framework</i>	71.4%	272	18.1%	69	10.0%	38	0.5%	2
<i>Leadership Theory</i>	64.6%	246	28.6%	109	6.0%	23	0.8%	3
<i>Self as Leader</i>	66.7%	254	25.2%	96	6.6%	25	1.6%	6
<i>Leadership in Context</i>	63.3%	241	25.5%	97	8.7%	33	2.4%	9
<i>Conclusion</i>	74.8%	285	17.8%	68	5.0%	19	1.8%	7
<i>Writing</i>	59.6%	227	28.3%	108	10.0%	38	1.0%	4
<i>Style (APA)</i>	56.7%	216	27.0%	103	12.3%	47	2.1%	8
Average Performance Levels	65.3%		24.4%		8.4%		1.5%	

PLO 2 -Critical Analysis (OLCU- 613) n= 624								
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Understanding Of Assignment</i>	60.1%	375	26.4%	165	12.0%	75	1.4%	9
<i>Content Accuracy</i>	82.9%	517	13.1%	82	3.0%	19	1.0%	6
<i>Understanding of OB Theory/ Concepts/ Models</i>	73.9%	461	18.8%	117	5.8%	36	1.6%	10
<i>Integration of Basic OB Theory/Concepts/Models</i>	62.2%	388	25.3%	158	9.8%	61	2.7%	17
<i>Professionalism and Presentation of paper</i>	51.3%	320	30.1%	188	18.1%	113	0.5%	3
Average Performance Levels	66.1%		22.8%		9.7%		1.4%	

PLO 3 - Systems (OLCU-602) Spring I 2013- Fall I 2013 n = 213								
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Understanding of Assignment</i>	67.1%	143	19.7%	42	12.2%	26	0.5%	1
<i>Content Accuracy</i>	76.1%	162	18.8%	40	4.2%	9	0.9%	2

<i>Understanding of Basic OD Theory/Concept/Models</i>	69.5%	148	23.5%	50	6.6%	14	0.5%	1
<i>Integration of Basic OD Theory/Concepts/Models</i>	67.1%	143	26.3%	56	6.6%	14	0.0%	0
<i>Professionalism and Presentation of paper</i>	44.6%	95	26.3%	56	24.4%	52	2.8%	6
Average Performance Levels	64.9%		22.9%		10.8%		0.9%	

PLO 3 - Systems (OLCU-602) Fall II 2013- Fall II 2014 ⁵ n = 234								
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Content Accuracy re: System Theory/Concepts</i>	90.6%	212	7.7%	18	1.3%	3	0.4%	1
<i>Applications of Systems Theory/Concepts/Models</i>	80.3%	188	16.2%	38	3.0%	7	0.4%	1
<i>Critical Analysis</i>	81.2%	190	14.5%	34	3.4%	8	0.9%	2
<i>Use of Sources</i>	77.4%	181	15.8%	37	4.7%	11	2.1%	5
<i>Writing Mechanics and APA</i>	72.6%	170	16.7%	39	9.0%	21	1.7%	4
Average Performance Levels	80.4%		14.2%		4.3%		1.1%	

PLO 4 - Ethics (OLCU-601) Spring I 2013- Fall II 2013 n = 126								
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Content</i>	69.8%	88	27.0%	34	2.4%	3	0.8%	1
<i>Literature Review</i>	74.6%	94	17.5%	22	6.3%	8	1.6%	2
<i>Appearance</i>	84.1%	106	13.5%	17	2.4%	3	0.0%	0
<i>APA Format</i>	78.6%	99	19.8%	25	1.6%	2	0.0%	0
<i>Writing Mechanics-Grammar</i>	77.0%	97	22.2%	28	0.8%	1	0.0%	0
<i>Writing Mechanics-Style</i>	84.1%	106	13.5%	17	2.4%	3	0.0%	0
Average Performance Levels	78.0%		18.9%		2.6%		0.4%	

PLO 4 - Ethics (OLCU-601) Spring I 2014- Fall II 2014 ⁶ n = 234								
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Ethical Theory and Framework</i>	73.5%	172	16.2%	38	6.4%	15	3.4%	8
<i>Application</i>	79.5%	186	17.5%	41	2.1%	5	0.9%	2
<i>Critical Analysis</i>	76.1%	178	17.1%	40	6.4%	15	0.4%	1
<i>Sources</i>	69.7%	163	17.1%	40	8.5%	20	4.7%	11
<i>Writing Mechanics</i>	50.4%	118	31.2%	73	13.7%	32	4.7%	11
Average Performance Levels	69.8%		19.8%		7.4%		2.8%	

PLO 6 - Change (OLCU-615) n = 1033								
Rubric Criterion	Exemplary		Proficient		Developing		Emerging	
<i>Understanding of Assignment</i>	76.8%	793	17.7%	183	4.2%	43	1.0%	10
<i>Content Accuracy</i>	86.8%	897	10.2%	105	2.3%	24	0.7%	7
<i>Understanding of Basic OD Theory/Concepts/Models</i>	73.9%	763	19.8%	205	5.4%	56	0.9%	9

<i>Integration of Basic OD Theory/Concepts/Models</i>	69.3%	716	22.0%	227	7.4%	76	1.4%	14
<i>Professionalism and Presentation of paper</i>	60.4%	624	25.4%	262	13.6%	141	0.0%	0
Average Performance Levels	73.4%		19.0%		6.6%		0.8%	

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 1 Leadership and PLO 5 Collaboration are both measured by the same rubric.*
- 5. New rubric implemented in Fall 2 2013 to account for the change in final grade percentage and to match the rubric revision by course contact.*
- 6. New rubric implemented in Spring 1 2014 based on changes made by course contract.*