

Aggregated Results^{1,2,3}

PLO 1 - Leadership (OLCU-681) n = 258				
Rubric Criterion	Exemplary	Proficient	Developing	Emerging
<i>Establishes framework (Chapter 1)</i>	73.3% (189)	21.7% (56)	4.7% (12)	0.4% (1)
<i>Leadership Theory (Chapter 2)</i>	69.0% (178)	25.2% (65)	5.4% (14)	0.4% (1)
<i>Self as Leader (Chapter 3)</i>	74.0% (191)	17.8% (46)	7.0% (18)	1.2% (3)
<i>Leadership in Context (Chapter 4)</i>	62.8% (162)	26.0% (67)	8.9% (23)	2.3% (6)
<i>Conclusion (Chapter 5)</i>	69.4% (179)	21.7% (56)	4.3% (11)	4.7% (12)
<i>Writing</i>	61.2% (158)	23.6% (61)	14.3% (37)	0.8% (2)
<i>Style (APA)</i>	58.9% (152)	26.0% (67)	12.0% (31)	2.7% (7)
Average Performance Levels	66.9%	23.1%	8.1%	1.8%

PLO 2 - Critical Analysis (OLCU-613) n = 263				
Rubric Criterion	Exemplary	Proficient	Developing	Emerging
<i>Situation Description</i>	94.7% (249)	4.9% (13)	0.4% (1)	0.0% (0)
<i>Theoretical Framework</i>	90.1% (237)	7.2% (19)	1.9% (5)	0.8% (2)
<i>Theory Application</i>	82.5% (217)	13.3% (35)	3.4% (9)	0.8% (2)
<i>Critical Analysis</i>	76.8% (202)	17.9% (47)	4.6% (12)	0.8% (2)
<i>APA and Sources</i>	74.5% (196)	17.1% (45)	6.5% (17)	1.9% (5)
<i>Writing Mechanics</i>	65.8% (173)	23.2% (61)	8.7% (23)	2.3% (6)
Average Performance Levels	80.7%	13.9%	4.2%	1.1%

PLO 3 - Systems (OLCU-602) n = 225				
Rubric Criterion	Exemplary	Proficient	Developing	Emerging
<i>Content Accuracy re: System Theory/Concepts/Models</i>	96.9% (218)	2.2% (5)	0.9% (2)	0.0% (0)
<i>Application of Systems Theory/Concepts/Models</i>	86.7% (195)	9.3% (21)	4.0% (9)	0.0% (0)
<i>Critical Analysis</i>	87.6% (197)	8.9% (20)	3.6% (8)	0.0% (0)
<i>Use of Sources</i>	90.2% (203)	5.8% (13)	1.8% (4)	2.2% (5)
<i>Writing Mechanics and APA</i>	72.4% (163)	22.2% (50)	4.9% (11)	0.4% (1)
Average Performance Levels	86.8%	9.7%	3.0%	0.5%

PLO 4 - Ethics (OLCU-601) n = 264				
Rubric Criterion	Exemplary	Proficient	Developing	Emerging
<i>Ethical Theory and Framework</i>	85.2% (225)	11.7% (31)	2.7% (7)	0.4% (1)

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<i>Application</i>	89.4% (236)	9.1% (24)	1.5% (4)	0.0% (0)
<i>Critical Analysis</i>	77.3% (204)	15.9% (42)	6.1% (16)	0.8% (2)
<i>Sources</i>	81.4% (215)	10.6% (28)	4.9% (13)	3.0% (8)
<i>Writing Mechanics</i>	56.4% (149)	26.5% (70)	9.5% (25)	7.6% (20)
Average Performance Levels	77.9%	14.8%	4.9%	2.4%

PLO 5 - Collaboration (OLCU-614) n =115				
Rubric Criterion	Exemplary	Proficient	Developing	Emerging
<i>Key Insights</i>	93.0% (107)	7.0% (8)	0.0% (0)	0.0% (0)
<i>Application</i>	91.3% (105)	7.8% (9)	0.9% (1)	0.0% (0)
<i>Critical Analysis</i>	93.0% (107)	6.1% (7)	0.9% (1)	0.0% (0)
<i>Writing Mechanics</i>	60.9% (70)	36.5% (42)	2.6% (3)	0.0% (0)
Average Performance Levels	84.5%	14.3%	1.1%	0.0%

PLO 6 - Change (OLCU-615) ⁴ Rubric Version: B n =190				
Rubric Criterion	Exemplary	Proficient	Developing	Emerging
<i>Change Initiative Description</i>	88.9% (169)	10.5% (20)	0.5% (1)	0.0% (0)
<i>Change Diagnosis</i>	78.9% (150)	19.5% (37)	1.6% (3)	0.0% (0)
<i>Change Strategy</i>	81.1% (154)	15.3% (29)	3.2% (6)	0.5% (1)
<i>Benefits</i>	80.5% (153)	15.8% (30)	2.6% (5)	1.1% (2)
<i>Critical Analysis</i>	74.2% (141)	19.5% (37)	6.3% (12)	0.0% (0)
<i>APA and Sources</i>	67.4% (128)	18.4% (35)	12.6% (24)	1.6% (3)
<i>Writing Mechanics</i>	75.8% (144)	22.1% (42)	1.6% (3)	0.5% (1)
Average Performance Levels	78.1%	17.3%	4.1%	0.5%

PLO 6 - Change (OLCU-615) n =52				
Rubric Criterion	Exemplary	Proficient	Developing	Emerging
<i>Understanding of Assignment</i>	92.3% (48)	7.7% (4)	0.0% (0)	0.0% (0)
<i>Content Accuracy</i>	94.2% (49)	5.8% (3)	0.0% (0)	0.0% (0)
<i>Understanding of basic OD Theory/Concepts/Models</i>	90.4% (47)	7.7% (4)	1.9% (1)	0.0% (0)
<i>Integration of basic OD Theory/Concepts/Models</i>	78.8% (41)	21.2% (11)	0.0% (0)	0.0% (0)
<i>Professionalism and Presentation of Paper</i>	76.9% (40)	19.2% (10)	3.8% (2)	0.0% (0)



PROGRAM LEARNING ASSESSMENT RESULTS

MA in Organizational Leadership

Fall 1 2015 to Summer 1 2017

Aggregated Results^{1,2,3}

Average Performance Levels	86.5%	12.3%	1.1%	0.0%
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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-615 rubric version B implemented Spring 1 2016.