

## MAOL Program Learning Outcomes Report Summary 2025

The following table summarizes the assessment of PLOs for the Master of Arts in Organizational Leadership (MAOL) program for assessment cycle 2024-25. This process is conducted regularly as part of the annual learning results assessments, which measure two or three PLOs for each program each year.

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| <b>Program</b>                                                             | Master of Arts in Organizational Leadership (MAOL)                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Assessment Period</b>                                                   | SU1 2024 to SP2 2025                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Program Learning Outcomes (PLOs)</b>                                    | PLO 6: Propose innovative leadership strategies for improving organizational effectiveness.                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Closing the loop (from the last time these same PLOs were assessed)</b> | N/A - This is the first year PLO 6 was assessed.                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Standards of Success</b>                                                | <p>PLO 6: Artifact Proficiency Standard: Each artifact is considered to have met the proficiency standard if at least two of the three categories measured achieve a “satisfactory” or higher rating according to the artifact assessment rubric.</p> <p>Aggregate student scores equal 80% for the assignment, Capstone Project: Part 2, as measured by the artifact assessment rubric.</p>                                                                                                                   |
| <b>Evidence</b>                                                            | PLO 6: Evaluating the Capstone Project: Part 2, as measured by the artifact assessment rubric in ORGS 690 Organizational Leadership Capstone. Sample size: 16 artifacts.                                                                                                                                                                                                                                                                                                                                       |
| <b>Assessment Tool</b>                                                     | PLO 6:<br><a href="#">Direct assessment rubric</a> for evaluating artifact; inter-rater reliability exercise completed. A satisfactory level equates to an 80% pass rate.                                                                                                                                                                                                                                                                                                                                      |
| <b>Assessors</b>                                                           | PLO 6:<br><a href="#">Dr. Robert Waltz</a><br><a href="#">Dr. Laura Silva</a>                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Results</b>                                                             | PLO 6:<br>Based on the <a href="#">joint assessment scorecard</a> , 13 out of 16 samples passed (81.25%).                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Discussion of Results</b>                                               | <p>PLO 6:</p> <p>The PLO passed. PLO 6 assesses the students’ ability to propose innovative leadership strategies for improving organizational effectiveness. Assessors noted several strengths based on the results, including the ability to establish a strong business case, identify clear needs and benefits, and strong written communication in the areas of language and grammar. Since this is the capstone course, seeing the students' progress in written communication skills is noteworthy.</p> |

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| <b>Proposed Changes</b>                                                                | PLO 6: No proposed changes.                                                                                                                                                                             |
| <b>Rationale for Proposed Changes</b>                                                  | PLO 6: N/A                                                                                                                                                                                              |
| <b>Financial Resources Required</b>                                                    | PLO 6: None                                                                                                                                                                                             |
| <b>Annual Learning Report Approved</b>                                                 | Approved by the EEC on July 1, 2025.                                                                                                                                                                    |
| <b>Follow Up (Closing the Loop for PLOS assessed in the previous assessment cycle)</b> | Revise part 4 assignment instructions to clarify expectations regarding the analysis of data. This is an edit to the original proposed changes in the 2024 PLO Assessment Report. Completed SU 1, 2025. |