

Master of Arts in Leadership and Organizational Studies (MLOS)  
Annual Learning Results Summary, 2015

The following table summarizes the Annual Learning Results (2015) for the MLOS program, based on the assessment of two PLOs.

<b>Program</b>	<b>Master of Arts in Leadership and Organizational Studies (MLOS)</b>
<b>Assessment Year</b>	2015
<b>Program Learning Outcome (PLO)</b>	<p>PLO 8: Be able to analyze information impacting a variety of organizational functions, such as finance information systems, marketing, human resources, strategy and planning, and quality and productivity.</p> <p>PLO 9: Effectively manage the affective domain of organizations through application of group and conflict principles.</p>
<b>Standards of Success</b>	<p>Eighty percent of artifacts will meet PLO# 8 and PLO #9 at the 'Satisfactory' level as measured by the 'Direct Assessment' rubrics developed for each assessment.</p> <p>Each artifact is considered to be at least satisfactory if a majority of the criteria of measurement achieve at least a "satisfactory" rating.</p>
<b>Evidence</b>	<p>PLO 8: MAPS Project Paper - Signature Assignment for MLOS 504. Sample: 40% of submitted assignments; 23 artifacts were assessed.</p> <p>PLO 9: Conflict Analysis Paper - Signature Assignment for MLOS 561. Sample: 40% of Submitted Assignments; 21 artifacts were assessed.</p>
<b>Assessment Tool</b>	<p>PLO 8: MLOS 504 Direct-Assessment Rubric for evaluating MAPS Project Papers.</p> <p>PLO 9: MLOS 561 Direct-Assessment Rubric for evaluating Conflict Analysis Papers</p>
<b>Assessors</b>	<p>PLO 8: Dr. Levi Richard and Mr. Rafi Maljian; Mr. Gordon Jorgenson as tie-breaker.</p> <p>PLO 9: Dr. Levi Richard and Dr. Robert Waltz; Mr. Gordon Jorgenson as tie-breaker.</p>
<b>Results</b>	<p>PLO 8: Based on the reviews, the results fell just short of the 80% target. The success rate was 78%.</p> <p>PLO 9: Based on the reviews, the results met the 80% target.</p>
<b>Discussion of Results</b>	<p>PLO 8: The review team agreed that there are some minor parts of the MAPS Project instructions that could be revised to make the assignment clearer for students. In addition to this, both faculty reviewers suggested more emphasis be placed on the APA requirements for citations/ references to support the student writing. APA formatting requirements</p>

	<p>are not directly connected to this PLO but they are a critical component of graduate-level writing. The team agreed that the grading rubric for this assignment is acceptable in its current form. Other than these items, the review team felt that the PLO is sound and that the assignment used to assess it is viable and useful. Their recommendation is to continue using this direct assessment to evaluate PLO 8.</p> <p>PLO 9: The reviewers agreed that this assignment and the rubric aligns well with the PLO. There were no significant issues that need revision. The team agreed that the assignment instructions as well as the grading rubric for this assignment are acceptable in their current form. No changes to this PLO or the direct assessment are suggested at this time. Their recommendation is to continue using this direct assessment to evaluate PLO 9.</p>
<b>Proposed Changes</b>	<p>PLO 8: The MAPS Project Paper and its grading rubric will be revised based upon the findings of this review. No recommended changes to PLO 8 for the 2017-18 academic year.</p> <p>PLO 9: No recommended changes to PLO 9 for the 2017-18 academic year.</p>
<b>Rationale for Proposed Changes</b>	<p>PLO 8: The proposed changes are a direct result of the efforts of the review team.</p> <p>PLO 9: N/A.</p>
<b>Financial Resources Required</b>	<p>PLO 8: N/A as this will be considered a Minor revision to the MLOS 504 course.</p> <p>PLO 9: None.</p>
<b>Annual Learning Report for MLOS Approved</b>	<p>Educational Effectiveness Committee, August 2, 2017 meeting.</p>
<b>Follow Up (Closing the Loop)</b>	<p>MLOS 504 will be placed on the 2017-18 course revision schedule as a Minor Revision. This revision will involve the Subject Matter Consultant, Instructional Designer and Assistant Dean. The specific need is to revise the MAPS Project Paper instructions to be clearer and better aligned with the grading rubric. A stronger emphasis on following APA format in the essay will be included in the revision work. This class will not be offered again until SU2, 2018. This allows ample time to make the changes.</p>