

MAOL Learning Outcomes Report Summary 2021

The following table summarizes the assessment of PLOs for the MAOL program for assessment cycle 2021. This process is conducted regularly as part of the annual learning results assessments, which measure two or three PLOs for each program each year. This summary report is to be submitted to the EEC upon its completion.

Program	Master of Arts in Organizational Leadership
Assessment Period	SU I, 2020 to SP II, 2021
Program Learning Outcomes (PLOs)	PLO 1: Integrate ethical principles of Christian faith and leadership in organizational settings.
Standards of Success	<p>Artifact Proficiency Standard: Each artifact is considered to have met the proficiency standard if two out of the three categories of measurement achieve at least a “satisfactory” rating according to the artifact assessment rubric.</p> <p>Aggregate student scores equal to 80% for Part 3 of the Moral Excellence Reflection and Action Plan assignment for ORGS 550 as measured by the artifact assessment rubric.</p>
Evidence	Inter-rater reliability was established by having each assessor evaluate an artifact using the rubric. After the inter-rater reliability exercise was completed, a meeting was held to discuss each rater’s experience in using the direct assessment rubric. The discussion centered on the alignment between the rubric, the PLO, and the assignment requirements. The rubric was revised to address misalignment.
Assessment Tool	PLO 1: Direct assessment rubric for evaluating artifact; inter-rater reliability exercise completed. A satisfactory level equates to an 80% pass rate.
Assessors	Dr. Robert Waltz, Faculty (Assessor) Dr. Kurt Takamine, Adjunct Faculty (Assessor) Dr. Lisa Phillips, Assistant Dean (tiebreaker)
Results	<p>Based on the joint assessment scorecard, the program met the aggregate achievement standard of 80% - 8 out of 10 samples passed.</p> <p>Students demonstrated the ability to integrate ethical principles of Christian faith and leadership in organizational settings.</p> <p>There was a 90% consistency rate between assessors 1 and 2.</p>
Discussion of Results	Assessors agreed that the writing level was appropriate for graduate-level students.



Proposed Changes	None
Rationale for Proposed Changes	N/A
Financial Resources Required	N/A
Annual Learning Report for (program) Approved	Approved by the Educational Effectiveness Committee on April 13, 2022
Follow Up (Closing the Loop)	<p>This is the first annual PLO assessment for the MAOL degree program. The MAOL Degree replaced the MLOS degree program.</p> <p>The addition of writing resources is related to closing the loop for proposed changes for the MLOS degree program.</p> <p>A number of writing resources have been added to the LMS and are accessible to all students in every graduate and undergraduate course. The resources include a video that provides an overdrive of APA formatting, Essentials of Academic Writing, and Free tutoring and writing resources, including live writing assistance.</p>