

BSOL Annual Learning Results Summary 2021

The following table summarizes the assessment of PLOs for the BSOL 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	Bachelor of Science in Organizational Leadership
Assessment Period	SU 1 2020 to SP 2 2021
Program Learning Outcomes (PLOs)	<p>PLO 4: Propose data-driven change in an organization through a systematic process of inquiry, analysis, and decision making.</p> <p>PLO 5: Develop a strategic plan to assess internal/external market pressures and propose a strategy that honors people, the organization, and the external environment.</p>
Closing the loop (from the last time these same PLOs were assessed)	<p>PLO 4 [2015]: Recommendations included a revision to the BSOL 410 class, the Applied Summary Paper and the grading rubric. The PLO (previously PLO 3) was revised for the 2017-18 academic year.</p> <p>PLO 5 [2017]: No changes to PLO 5 or the associated assignment were recommended.</p>
Standards of Success	<p>PLO 4: Aggregate student scores equal to 80% for Part 2 of the Data-Driven Decision Making assignment for ORGS 411 as measured by the artifact assessment rubric.</p> <p>PLO 5: Aggregate student scores equal to 80% for Part 2 of the Leadership Styles and Organizational Strategies assignment for ORGS 450 as measured by the artifact assessment rubric</p>
Evidence	<p>PLO 4: Part 2 of the Data-Driven Decision Making assignment for ORGS 411; Sample size of 21/52 artifacts</p> <p>PLO 5: Part 2 of Leadership Styles and Organizational Strategies assignment for ORGS 450; Sample size of 14/28 artifacts</p>
Assessment Tool	PLO 4 & 5: Direct-assessment rubric for evaluating artifact; inter-rater reliability exercise conducted.
Assessors	<p>Dr. Robert Waltz</p> <p>Dr. Kurt Takamine</p> <p>Dr. Bradly Roh (Tiebreaker)</p>
Results	PLO 4: Based on the joint assessment scorecard, 17 out of 21 samples passed (80%). The PLO assessment standard was met.



	PLO 5: Based on the joint assessment scorecard, 10 out of 14 samples passed (71%). The PLO assessment standard was not met.
Discussion of Results	<p>PLO 4: The program met the aggregate achievement standard of 80%. Students demonstrated the ability to propose organizational change initiatives through a systematic process of inquiry, analysis, and decision-making. Students demonstrated the ability to interpret and analyze data, synthesize evidence, and propose changes to address a specific problem.</p> <p>PLO 5: The program did not meet the aggregate achievement standard of 80%. However, 71% of students demonstrated the ability to assess internal/external market pressures and propose a strategy that considers their individual readiness to lead the business strategy. Specific areas of strength were the development of a strategy that clearly addresses team building and clarity of writing. An important area for improvement is critical analysis.</p>
Proposed Changes	No recommended changes to PLO 4 and 5 for the 2021-2022 academic year. The BSOL degree is being replaced with the BAOL degree. However, to improve consistency in grading and reduce grading dispersions among faculty, an inter-rater reliability exercise was conducted to include full-time and adjunct faculty teaching in the BSOL degree program. This exercise will be included in the training and development of new and experienced faculty.
Rationale for Proposed Changes	N/A
Financial Resources Required	N/A
Annual Learning Report for (program) Approved	Approved by the Educational Effectiveness Committee on August 2, 2022
Follow Up (Closing the Loop for PLOs assessed in previous assessment cycle)	<p>PLO 2: The recommendation was to revise the assignment and rubric to focus more on the integration of the Christian worldview perspective in a more objective way, addressing Christian principles while providing a framework for students who do not share the Christian worldview. We are in the process of teaching out the BSOL degree. The integration of a Christian worldview is assessed in ORGS 350, Leadership and Ethics, which includes a framework for students to integrate a Christian worldview.</p> <p>PLO 3: Revise the assignment to assess oral and written interpersonal communication independently. The BSOL degree is being replaced with the BAOL degree. This has been implemented in the new BAOL degree program. Two PLOs were added to assess oral and written communication independently.</p>