

## BSOL Program Learning Outcomes Report Summary 2022

The following table summarizes the assessment of PLOs for the 2022 program for assessment cycle (year). 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.

<b>Program</b>	Bachelor of Science in Organizational Leadership (BSOL)
<b>Assessment Period</b>	SU 2021 to SP 2022
<b>Program Learning Outcomes (PLOs)</b>	<p>PLO 1: Formulate a response to an ethical dilemma based on one’s understanding of ethical and worldview theories.</p> <p>PLO 6: Appraise one’s understanding of strengths, learning styles, and temperament to assess organizational employee needs.</p>
<b>Closing the loop (from the last time these same PLOs were assessed)</b>	<p>PLO 1: Last assessed 2018/2019 - A suggestion was made to align the PLO more closely with the discipline of organizational leadership. The BSOL degree has been replaced by the BAOL degree, which includes completely revised PLOs.</p> <p>PLO 6: Last assessed 2017/2018 - There were no suggested changes to the PLO or the assignment used to assess it.</p>
<b>Standards of Success</b>	<p>PLO 1: According to the artifact assessment rubric, 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. Aggregate student scores equal 80% for the Solving Ethical Dilemmas, Part 2 assignment for ORGS 350 as measured by the artifact assessment rubric.</p> <p>PLO 6: According to the artifact assessment rubric, 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. Aggregate student scores equal 80% for the Professional Development Plan Part 2 assignment for ORGS 310 as measured by the artifact assessment rubric.</p>
<b>Evidence</b>	<p>PLO 1: Solving Ethical Dilemmas, Part 2 assignment for ORGS 350; Sample size - 21 artifacts.</p> <p>PLO 6: Professional Development Plan Part 2 assignment for ORGS 310; Sample size - 15 artifacts.</p>

<b>Assessment Tool</b>	<p>PLO 1: Direct assessment rubric for evaluating artifact; inter-rater reliability exercise completed. A satisfactory level equates to an 80% pass rate.</p> <p>PLO 6: Direct assessment rubric for evaluating artifact; inter-rater reliability exercise completed. A satisfactory level equates to an 80% pass rate.</p>
<b>Assessors</b>	<p>PLO 1: Dr. Robert Waltz, Instructor Dr. Kurt Takamine, Adjunct Instructor Dr. Bradley Roh, Adjunct Instructor, Tiebreaker</p> <p>PLO 6: Dr. Robert Waltz, Instructor Dr. Kurt Takamine, Adjunct Instructor Dr. Bradley Roh, Adjunct Instructor, Tiebreaker</p>
<b>Results</b>	<p>PLO 1: Based on the joint assessment scorecard, 16 out of 21 samples passed (76%). The PLO was not met.</p> <p>PLO 6: Based on the joint assessment scorecard, 14 out of 15 samples passed (93%). PLO was met.</p>
<b>Discussion of Results</b>	<p>PLO 1: The assignment and the PLO align. However, based on the results, the PLO was not met. The assessors noted the students' ability to describe the ethical dilemma, but they had difficulty applying an ethical framework to resolve it. Very few students discussed how the resolution demonstrates God-honoring diversity.</p> <p>PLO 6: Based on the results, the PLO was met. Students described the relationship between faith/worldview and their strengths, temperament, and learning styles. Students also applied personal assessment results to current and future leadership roles but were not able to adequately describe how assessment results predict or influence leadership practices. ORGS 310 is not a part of the program requirements for the BAOL degree.</p>
<b>Proposed Changes</b>	<p>PLO 1: ORGS 350 is scheduled for a moderate revision to update the textbook and the course assignments. The assignment will be revised to provide a specific ethical framework for resolving an ethical dilemma.</p> <p>PLO 6: None</p>
<b>Rationale for Proposed Changes</b>	<p>PLO 1: Students were able to identify a specific dilemma but could not identify an appropriate framework for resolving the ethical dilemma. The assignment revision will provide a specific framework for resolving the ethical dilemma.</p> <p>PLO 6: N/A</p>



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<b>Financial Resources Required</b>	PLO 1: Revision included in the BAOL degree program development budget.  PLO 6: N/A
<b>Annual Learning Report Approved</b>	Approved by the Educational Effectiveness Committee on February 7, 2023
<b>Follow Up (Closing the Loop for PLOS assessed in previous assessment cycle)</b>	There were no recommended changes to the program for PLOs 4 and 5, which were assessed in the 2021-2022 academic year.