

## MAOL Program Learning Outcomes Report Summary 2022

The following table summarizes the assessment of program learning outcomes (PLOs) for the Master of Arts in Organizational Leadership (MAOL) program for assessment cycle 2022. 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 submitted to the EEC upon its completion.

<b>Program</b>	Master of Arts in Organizational Leadership (MAOL)
<b>Assessment Period</b>	Summer 1, 2021 - Spring 2, 2022
<b>Program Learning Outcomes (PLOs)</b>	PLO 2: Apply leadership theories and principles in culturally diverse global organizations. PLO 3: Analyze data and present solutions through effective oral communication
<b>Closing the loop (from the last time these same PLOs were assessed)</b>	This is the first year the PLOs were assessed.
<b>Standards of Success</b>	PLO 2: 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. Aggregate student scores equal 80% for the Reframing Diversity Summary assignment for ORGS 520 as measured by 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 according to the artifact assessment rubric. Aggregate student scores equal 80% for Evaluating the Strength of the Evidence, Part 5 Presentation - An After-Action Review assignment for ORGS 550 as measured by the artifact assessment rubric.
<b>Evidence</b>	PLO 2: Reframing Diversity - Summary of the Plan for ORGS 520; Sample size 14  PLO 3: Evaluating the Strength of Evidence, Part 5 Presentation for ORGS 550; Sample size 2
<b>Assessment Tool</b>	PLO 2: Direct assessment rubric for evaluating artifact; inter-rater reliability exercise completed. A satisfactory level equates to an 80% pass rate.  PLO 3: Direct assessment rubric for evaluating artifact; inter-rater reliability exercise completed. A satisfactory level equates to an 80% pass rate.

<b>Assessors</b>	Dr. Robert Waltz, Instructor Dr. Kurt Takamine, Adjunct Instructor Dr. Bradley Roh, Adjunct Instructor, Tiebreaker
<b>Results</b>	PLO 2: Based on the joint assessment scorecard, 8 out of 14 samples passed (57%). The PLO was not met.  PLO 3: We were unable to assess PLO 3. The narrated presentations for assessing oral communication skills were inaccessible for 9/11 artifacts. The sample size was too small to complete the assessment.
<b>Discussion of Results</b>	PLO 2: Based on the results, the PLO was not met. The assessors agreed that the assignment and the PLO are aligned and do not recommend any course or assignment revisions. However, only 57% of students could identify DEI issues and develop a strategic plan with goals and recommendations for improvement. The assessors noted that almost half of the students did not demonstrate the level of critical analysis needed to develop strategic goals for DEI initiatives.  PLO 3: N/A
<b>Proposed Changes</b>	PLO 2: Align assignment instructions, the assignment requirements, the grading rubric, and the solutions identified in part 4. Add the requirement for scholarly sources that support the diagnosis, recommendations, and goals to the assignment instructions.  PLO 3: Restrict students to a single platform for completing oral presentations. E-learning has been notified and is working on a solution to ensure that the artifacts for evaluating oral communication skills are available for assessment.
<b>Rationale for Proposed Changes</b>	PLO 2: This revision will help students see the connection between parts 4 and 5 and understand the importance of integrating academic sources to support the proposed goals and recommendations.  PLO 3: Students are allowed to use multiple platforms resulting in cases where the artifact is no longer accessible for assessment.
<b>Financial Resources Required</b>	PLO 2: None PLO 3: TBD
<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>	N/A. This is the first year the PLOs were assessed.