

BAOL Program Learning Outcomes Report Summary 2023

The following table summarizes the assessment of PLOs for the BAOL program for the assessment cycle 2023. 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.

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| Program | Bachelor of Arts in Organizational Leadership |
| Assessment Period | Summer 1, 2022 to Spring 2, 2023 |
| Program Learning Outcomes (PLOs) | <p>PLO 2: Integrate principles of Christian faith, ethics, morals, and values in resolving leadership dilemmas.</p> <p>PLO 4: Demonstrate the fundamentals of effective oral interpersonal and business communication.</p> |
| Closing the loop (from the last time these same PLOs were assessed) | This is the first year the PLOs were assessed. |
| Standards of Success | <p>PLO 2: 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. Aggregate student scores equal 80% for Assignment: Solving Ethical Dilemmas: Part 2 for ORGS 350 as measured by the artifact assessment rubric.</p> <p>PLO 4: 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. Aggregate student scores equal 80% for Assignment: Organizational Communication Issue: Part 3 (Oral Presentation) for ORGS 340 as measured by the artifact assessment rubric.</p> |
| Evidence | <p>PLO 2: Solving Ethical Dilemmas: Part 2 for ORGS 350; A sample size of 4 artifacts.</p> <p>PLO 4: Organizational Communication Issue: Part 3 (Oral Presentation) for ORGS 340; A sample size of 2 artifacts.</p> |
| Assessment Tool | <p>PLO 2: Direct assessment rubric for evaluating artifact; inter-rater reliability exercise completed. A satisfactory level equates to an 80% pass rate.</p> <p>PLO 4: Direct assessment rubric for evaluating artifact; inter-rater reliability exercise completed. A satisfactory level equates to an 80% pass rate.</p> |
| Assessors | PLO 2: Inter-rater reliability was established by having each assessor evaluate an artifact using the rubric. Assessors agreed that the rubric was effective for evaluating the PLO. |

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| | PLO 4: Inter-rater reliability was established by having each assessor evaluate an artifact using the rubric. Assessors agreed that the rubric was effective for evaluating the PLO. |
| Results | PLO 2: Based on the joint assessment scorecard , 2 out of 4 samples passed (50%). PLO 4: Based on the joint assessment scorecard , 2 out of 2 samples passed (100%). |
| Discussion of Results | PLO 2: It is a small sample size but the developmental areas were the quality of sources and students' ability to synthesize the information in the sources. PLO 4: It is a very small sample, but 100% of the students demonstrated the ability to deliver an oral presentation effectively. |
| Proposed Changes | PLO 2: The assignment currently requires two citations. The recommendation is to revise the assignment instructions to address the synthesis of sources/evidence and increase the references/citation requirements from two to five. PLO 4: Increase the sample size for future assessments. |
| Rationale for Proposed Changes | PLO 2: Revising the assignment instructions to address the synthesis of sources/evidence and to increase the references/citation requirements will improve the quality of sources and provide a greater opportunity for students to synthesize the evidence. PLO 4: N/A |
| Financial Resources Required | PLO 2: None PLO 4: None |
| Annual Learning Report Approved | Approved by the EEC on October 3, 2023. |
| Follow Up (Closing the Loop for PLOS assessed in previous assessment cycle) | N/A |