

### BSOL Program Learning Outcomes Report Summary 2023

The following table summarizes the assessment of PLOs for the BSOL 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.

<b>Program</b>	Bachelor of Science in Organizational Leadership
<b>Assessment Period</b>	Summer 1, 2022 to Spring 2, 2023
<b>Program Learning Outcomes (PLOs)</b>	<p>PLO 2: Integrate principles of Christian faith and learning into a variety of subject matters.</p> <p>PLO 7: Design a diversity strategic plan that identifies cultural barriers that limit inclusion and diversity and promotes change to foster organizational diversity and inclusivity in an organizational setting.</p>
<b>Closing the loop (from the last time these same PLOs were assessed)</b>	<p>PLO 2 (2019): Revise the assignment and rubric in ORGS 460 (BSOL 413) to focus more on the analysis of the integration of the Christian worldview perspective in a more objective way so that it is narrow enough to address our Christian principles while also being broad for students who do not share the Christian worldview perspective. The course has been archived.</p> <p>PLO 7 (2018): No changes were recommended.</p>
<b>Standards of Success</b>	<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 7: 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: Diversity Strategic Plan: Part 3 for ORGS 440 as measured by the artifact assessment rubric.</p>
<b>Evidence</b>	<p>PLO 2: Solving Ethical Dilemmas: Part 2 for ORGS 350; Sample size - a sample of 15 artifacts</p> <p>PLO 7: Organizational Communication Issue: Diversity Strategic Plan: Part 3 for ORGS 440; Sample size - a sample of 16 artifacts.</p>
<b>Assessment Tool</b>	<p>PLO 2: <a href="#">Direct assessment rubric</a> for evaluating artifact; inter-rater reliability exercise completed. A satisfactory level equates to an 80% pass rate.</p> <p>PLO 7: <a href="#">Direct assessment rubric</a> for evaluating artifact; inter-rater reliability exercise completed.</p> <p>A satisfactory level equates to an 80% pass rate.</p>

<b>Assessors</b>	<p>PLO 2: <a href="#">Dr. Robert Waltz</a>, Instructor  <a href="#">Dr. Kurt Takamine</a>, Adjunct Instructor  <a href="#">Dr. Bradly Roh</a>, Adjunct Instructor, Tiebreaker</p> <p>PLO 7: <a href="#">Dr. Robert Waltz</a>, Instructor  <a href="#">Dr. Kurt Takamine</a>, Adjunct Instructor  <a href="#">Dr. Lisa Phillips</a>, Assistant Dean, Tiebreaker</p>
<b>Results</b>	<p>PLO 2: Based on the <a href="#">joint assessment scorecard</a>, 10 out of 15 samples passed (66.67%).</p> <p>PLO 7: Based on the <a href="#">joint assessment scorecard</a>, 13 out of 16 samples passed (81.25%).</p>
<b>Discussion of Results</b>	<p>PLO 2: Solving Ethical Dilemmas: Part 2 for ORGS 350 is the mastery assignment for PLOs 1 and 2. A separate assignment for each PLO would be the best solution for addressing this issue. However, since the BSOL degree has been replaced with the BAOL degree program, revisions to the PLO map and mastery assignments are not recommended.</p> <p>PLO 7: The PLO passed. Over 80% of the students were able to develop a strategic plan based on research and best practices for fostering diversity and inclusion in an organizational setting.</p>
<b>Proposed Changes</b>	<p>PLO 2: None.  The BSOL program has been replaced with the BAOL degree program. This is the last time PLO 2 will be assessed for the BSOL degree program.</p> <p>PLO 7: None</p>
<b>Rationale for Proposed Changes</b>	<p>PLO 2: N/A  PLO 7: N/A</p>
<b>Financial Resources Required</b>	<p>PLO 2: N/A  PLO 7: N/A</p>
<b>Annual Learning Report Approved</b>	<p>Approved by the EEC on October 3, 2023.</p>
<b>Follow Up (Closing the Loop for PLOS assessed in previous assessment cycle)</b>	<p>PLO 1: Proposed changes from the previous year's report:  <i>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.</i></p> <p>Still in progress. A moderate revision of ORGS 350 will be completed by 12/30/2023.</p> <p>PLO 6: No proposed changes.</p>