

## BSOL Program Learning Outcomes Report Summary 2018

The following table summarizes the assessment of PLOs for the BSOL program for assessment cycle 2018. 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>	Summer 2017 through Spring 2018
<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 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>	This is the first time PLO 1 and PLO 7 have been assessed since the revision of the program in 2016. The program changes led to changes in the PLOs. As such, the former PLOs are not the same.
<b>Standards of Success</b>	<p>PLO 1: Formulate a response to an ethical dilemma based on one’s understanding of ethical and worldview theories.</p> <p>Artifact Proficiency Standard: Each artifact is considered to have met the proficiency standard if two out of the three categories (or if all categories) of measurement achieve at least a “proficient” rating according to the direct assessment rubric</p> <p>Aggregate Achievement Standard: 80% of artifacts will meet the ‘Proficient’ level as measured by the ‘Direct Assessment’ rubrics developed for each assessment.</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> <p>Artifact Proficiency Standard: Each artifact is considered to have met the proficiency standard if two out of the three categories (or if all categories) of measurement achieve at least a “proficient” rating according to the artifact assessment rubric</p>

	Aggregate Achievement Standard: 80% of artifacts will meet the 'proficient' level as measured by the 'Direct Assessment' rubrics developed for each assessment.																
<b>Evidence</b>	<p>PLO 1:          BSOL 308 Applied Summary Essay: Ethics and Worldview in Business, Pt. 3</p> <p>Sample: 25% of submitted assignments</p> <p>35 artifacts were assessed.</p> <p>PLO 7:          BSOL 409 Applied Summary Paper: Diversity Strategic Plan, Pt. 3</p> <p>Sample: 25% of submitted assignments</p> <p>32 artifacts were assessed.</p>																
<b>Assessment Tool</b>	<p>PLO 1:          BSOL 308 Direct-Assessment Rubric for evaluating Applied Summary Essay: Ethics and Worldview in Business, Pt. 3 -- the artifact to measure fulfillment of Program Learning Outcome #1.</p> <p>PLO 7:          BSOL 409 Direct-Assessment Rubric for evaluating Applied Summary Paper: Diversity Strategic Plan, Pt. 3-- the artifact to measure fulfillment of Program Learning Outcome #7.</p>																
<b>Assessors</b>	<p>Dr. Fred Garlett          Dr. Robert Waltz          Dr. Craig Brewer served as a tiebreaker in evaluating artifacts as needed.</p>																
<b>Results</b>	<p>PLO 1:</p> <table> <tr> <td>Number of artifacts assessed:</td> <td>35</td> </tr> <tr> <td>Number of artifacts passed:</td> <td>35</td> </tr> <tr> <td>Number of artifacts failed:</td> <td>0</td> </tr> <tr> <td>Success rate:</td> <td>100%</td> </tr> </table> <p>PLO 7:</p> <table> <tr> <td>Number of artifacts assessed:</td> <td>32</td> </tr> <tr> <td>Number of artifacts passed:</td> <td>32</td> </tr> <tr> <td>Number of artifacts failed:</td> <td>0</td> </tr> <tr> <td>Success rate:</td> <td>100%</td> </tr> </table>	Number of artifacts assessed:	35	Number of artifacts passed:	35	Number of artifacts failed:	0	Success rate:	100%	Number of artifacts assessed:	32	Number of artifacts passed:	32	Number of artifacts failed:	0	Success rate:	100%
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<p><b>Discussion of Results</b></p>	<p>PLO 1: Fred Garlett (Adjunct Faculty), Robert Waltz (FT Faculty), Craig Brewer (Academic Dean)</p> <p>There was unanimous agreement that the PLO is aligned to the CLO and also the assignment rubric. There was also agreement that the PLO rubric was properly aligned to the assignment instructions and a good representation of whether or not the students were meeting PLO 1. The results confirm that the most recent revisions to the BSOL 307 course in the spring of 2017 are on track and meet our expectations for alignment and assessment practices.</p> <p>There was, however, a suggestion to align the PLO more closely with the discipline of organizational leadership. Concerns were raised about how a student could potentially complete this assignment without applying it to an organizational setting</p> <p>PLO 7 : Fred Garlett (Adjunct Faculty), Robert Waltz (FT Faculty), Craig Brewer (Academic Dean)</p> <p>There was unanimous agreement that the PLO is aligned to the CLO and also the assignment rubric. There was also agreement that the PLO rubric was properly aligned to the assignment instructions and a good representation of whether or not the students were meeting PLO 7. The results confirm that the most recent revisions to the BSOL 409 course in the spring of 2017 are on track and meet our expectations for alignment and assessment practices.</p>
<p><b>Proposed Changes</b></p>	<p>It was recommended for PLO 1 to add language “in an organizational setting” in order to more closely align the PLO with the discipline of organizational leadership.</p> <p>No changes to PLO 7 or the associated assignment are suggested at this time. This entire course was completely redeveloped in Spring 2017 to address multiple issues with the program and courses.</p>
<p><b>Rationale for Proposed Changes</b></p>	<p>PLO 1 The proposed change is a direct result of the discovery of the misalignment of the PLO and the academic discipline of organizational leadership.</p>
<p><b>Financial Resources Required</b></p>	<p>PLO 1: No additional funding is required</p>
<p><b>Annual Learning Report for (program) Approved</b></p>	<p>Approved by the Educational Effectiveness Committee on February 12, 2020.</p>



<p><b>Follow Up (Closing the Loop for PLOS assessed in previous assessment cycle)</b></p>	<p>PLO 5: No changes were recommended for PLO 5</p> <p>PLO 6: No changes were proposed for PLO 6. Minor tweaks were made to Part 3 of the Professional Development Plan in BSOL 302 to more closely align the assignment and part 3 of the rubric.</p>
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