

## MLOS Program Learning Outcomes Report Summary 2020

The following table summarizes the assessment of PLOs for the Master of Arts in Organizational Leadership (MLOS) program for assessment cycle 2020. 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>	Master of Arts in Organizational Leadership
<b>Assessment Period</b>	2020
<b>Program Learning Outcomes (PLOs)</b>	<p>PLO 1: Integrate ethical principles of Christian faith and leadership in organizational settings</p> <p>PLO 3: Analyze collected data and present effective solutions through oral and written communication</p>
<b>Closing the loop (from the last time these same PLOs were assessed)</b>	<p>This would have been the first time these PLOs would have been assessed in their current form.</p> <p>However, The <a href="#">comprehensive program review</a> that was completed in 2018 for the Master of Arts in Organizational Studies resulted in a recommendation to create a PLO/CLO Map because there was no MLOS PLO/CLO map at the current time, and this map would be critical to the redesign of this graduate degree. There was clearly a deficiency in the theoretical and applied components of leadership outcomes, a lack of a data-driven decision-making process, and an apparent disconnect between certain CLOs and PLOs. Without a comprehensive PLO/CLO map any redesign of this degree would be hampered.</p> <p>Therefore, PLOs were revised in order to develop an appropriate curriculum map. It was also recommended that course learning outcomes be re-evaluated for possible revision. The lack of a clearly defined curriculum map was also a major hindrance to completing the annual PLO Assessment Process.</p>
<b>Standards of Success</b>	N/A
<b>Evidence (for sunseting of MLOS program)</b>	<p><a href="#">MLOS Curriculum Revision History</a></p> <p><a href="#">MLOS 2018 Program Review</a></p> <p><a href="#">MLOS Program Revision Proposal</a></p> <p><a href="#">MLOS Teachout Plan</a></p>

	<a href="#">CAPC Approval of MLOS Teachout Plan</a>  <a href="#">AC Approval of MLOS Teachout Plan</a>
<b>Assessment Tool</b>	N/A
<b>Assessors</b>	N/A
<b>Results</b>	N/A
<b>Discussion of Results</b>	N/A
<b>Proposed Changes</b>	<p>No PLO assessment occurred.</p> <p>However, the MLOS program has been sunsetted in favor of developing an MAOL program.</p> <p>The Master of Arts in Organizational Studies (MLOS) degree program which was first accredited under APU in 1994 had a management focus. The 2018 Program Review included a recommendation to revise the program to focus more clearly on organizational leadership through the addition of more leadership courses, such as multicultural and global leadership, leadership theory and practice, and innovative leadership; and to provide greater distinction between the MLOS program and MBA degree program.</p> <p>This led to a substantive change to the degree program resulting in a newly <a href="#">proposed Master of Arts in Organizational Leadership (MAOL)</a> and a decision to <a href="#">teach out the MLOS program</a>.</p> <p>The MAOL program allows LAPU not only to improve its program offerings by replacing the MLOS program with a program that more clearly focuses on organizational leadership, but it will also provide a clearer articulation for students who have completed the BS in Organizational Leadership (BSOL) program and want to continue with graduate studies in Organizational Leadership. The MAOL is a natural next step for such graduates who want to further advance leadership-related careers, but also provides opportunity for others who want a degree for career advancement in leadership roles in both for-profit and nonprofit organizations.</p>
<b>Rationale for Proposed Changes</b>	N/A
<b>Financial Resources Required</b>	N/A
<b>Annual Learning</b>	Approved by the Educational Effectiveness Committee on August 12, 2020

<b>Report for MLOS program Approved</b>	
<b>Follow Up (Closing the Loop for PLOS assessed in previous assessment cycle)</b>	<p>PLOs 4 and 5 were assessed in 2019. Please review the <a href="#">MLOS Program Learning Outcomes Report Summary 2019</a></p> <p>Recommendations were not implemented because the courses linked to the PLOs are being phased out</p> <p>No further assessments of MLOS are scheduled because the program is being sunsetted.</p> <p>The end.</p>