# B.A. IN ORGANIZATIONAL MANAGEMENT (BAOM)
## 2017-18

**Learning Outcome:**
BAOM PLO 3: Distinguish how the role of a manager needs to continually adapt in relation to human capital, social influence, political structure, relational development, and situational ethics.

**Outcome Measure:**
MRD404 Reflection Essays

**Criteria for Success (how do you judge if the students have met your standards):**
Minimum average score of 80% on rubric for all four essays.

**Aligned with DQP Learning Areas (circle one or more but not all five):**
1. Specialized Knowledge
2. Broad Integrative Knowledge
3. Intellectual Skills/Core Competencies
4. Applied and Collaborative Learning, and
5. Civic and Global Learning

**Longitudinal Data:**

| | Percentage of Students Meeting or Exceeding Success Criteria | | | | | |
|---|---|---|---|---|---|---|
| | **SU16** | **FA16** | **SP17** | **SU17** | **FA17** | **SP18** |
| **MRD404 Reflection Essays** | **43% (3/7)** | **100% (17/17)** | **86% (19/22)** | **100% (12/12)** | **75% (24/32)** | **70% (14/20)** |

**Conclusions Drawn from Data:**
Students in the last two semesters are just following below the criteria for success by 5 and 10 percentage points respectively. The data accumulated is for four reflective essays collected in the second, fourth, fifth, and sixth weeks of the seven week course, all graded using the same rubric.

**Changes to be Made Based on Data:**
A different assessment strategy for this Program Learning Outcome needs to be devised that encapsulates a more comprehensive and significant treatment of the objectives to better align the assignment and course to the program in a meaningful way.

## Rubric Used

**Essay Rubric**

| Essay Rubric | | | | | | |
|---|---|---|---|---|---|---|
| **Criteria** | **Ratings** | | | | | **Pts** |
| This criterion is linked to a Learning OutcomeContent | 25.0 pts Distinguished - Comprehensive, accurate and complete. Key ideas are clearly stated, explained, and well supported. | 20.0 pts Proficient - Accurate and complete. Key points are stated and supported. | 15.0 pts Basic - Not comprehensive or completely stated. Key points are addressed, but not well supported. | 10.0 pts Below Expectations - Partial or incomplete. Key points are not clear. | 0.0 pts Non-Performance - Student did not submit answer | / 25.0 |
| This criterion is linked to a Learning OutcomeOrganization view longer description | 25.0 pts Distinguished - Well organized, coherently developed, and easy to follow. | 20.0 pts Proficient - Organization is mostly clear and easy to follow. | 15.0 pts Basic - Inadequate organization or development. Structure of the answer is not easy to follow. | 10.0 pts Below Expectations - Organization and structure detract from the answer. | 0.0 pts Non-Performance - Non-Performance - Student did not submit answer | / 25.0 |
| This criterion is linked to a Learning OutcomeWriting Conventions view longer description | 10.0 pts Distinguished - Displays no errors in spelling, punctuation, grammar, and sentence structure. | 8.0 pts Proficient - Displays one to three errors in spelling, punctuation, grammar, and sentence structure. | 6.0 pts Basic - Displays three to five errors in spelling, punctuation, grammar, and sentence structure. | 4.0 pts Below Expectations - Displays over five errors in spelling, punctuation, grammar, and sentence structure. | 0.0 pts Non-Performance - Student did not submit answer | / 10.0 |
| Total Points: 0 out of 60.0 | | | | | | |

# B.A. IN ORGANIZATIONAL MANAGEMENT (BAOM)
## 2017-18

**Learning Outcome:**
BAOM PLO 4: Evaluate personal, interpersonal, social strengths and weaknesses, and incorporate personal style to effectively and ethically influence the workplace.

**Outcome Measure:**
MRD424 Capstone Paper: Strategic Plan

**Criteria for Success (how do you judge if the students have met your standards):**
Minimum average score of 80% on rubric

**Aligned with DQP Learning Areas (circle one or more but not all five):**
1. Specialized Knowledge
2. Broad Integrative Knowledge
3. Intellectual Skills/Core Competencies
4. Applied and Collaborative Learning, and
5. Civic and Global Learning

**Longitudinal Data:**

| | Percentage of Students Meeting or Exceeding Success Criteria | | | | | |
|---|---|---|---|---|---|---|
| | **SU16** | **FA16** | **SP17** | **SU17** | **FA17** | **SP18** |
| **MRD424 Capstone Paper: Strategic Plan** | **100% (7/7)** | **100% (17/17)** | **86% (19/22)** | **N/A** | **93% (28/30)** | **95% (19/20)** |

**Conclusions Drawn from Data:**
Students are meeting the criteria for success.

**Changes to be Made Based on Data:**
Continue to monitor. No changes to be made at this time.

**Rubric Used**

**Strategic Plan Report Rubric**

### Strategic Plan Report Rubric

| Criteria | Ratings | | | | Pts |
|---|---|---|---|---|---|
| This criterion is linked to a Learning OutcomeLit Review Summary | 30.0 pts Distinguished: Thorough summary that includes insight gained from the research | 23.0 pts Proficient: Summary is complete | 15.0 pts Below Expectations: Summary is incomplete and unclear | 0.0 pts Non Performance Lit Review n included | _____ pts / 30.0 |

## Strategic Plan Report Rubric

| Criteria | Ratings | | | | Pts |
|---|---|---|---|---|---|
| This criterion is linked to a Learning OutcomeThe Research Question | 30.0 pts Distinguished: The research question is clear and focused | 23.0 pts Proficient: The research question is a little unclear, but relevant | 15.0 pts Below Expectations: The research question is vague | 0.0 pts Non Performance: Research Question is missing. | _____ pts 💬 / 30.0 |
| This criterion is linked to a Learning OutcomeResearch Hypothesis | 20.0 pts Distinguished: Includes both the null and alternate hypothesis | 16.0 pts Proficient: Includes both the null and alternate hypothesis, but they are not clearly stated. | 11.0 pts Below Expectations: Is missing the null or research hypothesis. | 0.0 pts Non Performance: Hypothesis is missing from presentation | _____ pts 💬 / 20.0 |
| This criterion is linked to a Learning OutcomeStrategic Implementation Plan | 30.0 pts Distinguished: Plan is complete and includes timeline and steps | 23.0 pts Proficient: Plan is mostly complete with a good sense of timing and steps | 15.0 pts Below Expectations: There is some mention of parts of the implementation plan. | 0.0 pts Non Performance: Implementatic plan is missing | _____ pts 💬 / 30.0 |
| This criterion is linked to a Learning OutcomeData Plan | 30.0 pts Distinguished: Data plan is complete with statistics mentioned, sources of data, and timeline | 23.0 pts Proficient: Data plan is missing only 1 element | 15.0 pts Below Expectations: Data plan is mentioned but incomplete. | 0.0 pts Non Performance Data plan is missing. | _____ pts 💬 / 30.0 |
| This criterion is linked to a Learning OutcomeSWOT Analysis | 30.0 pts Distinguished: SWOT Analysis includes all 4 components. | 23.0 pts Proficient: SWOT Analysis is complete but not explained. | 15.0 pts Below Expectations: Some of the SWOT Analysis is missing. | 0.0 pts Non Performance: SWOT Analy is missing | _____ pts 💬 / 30.0 |
| This criterion is linked to a Learning OutcomeOutcomes & Implications | 30.0 pts Distinguished: Clear understanding of implications and potential outcomes of strategic plan if implemented, with additional insight. | 23.0 pts Proficient: Outcomes and Implications are accurate. | 15.0 pts Below Expectations: There is some hesitance in outcomes and implications. | 0.0 pts Non Performance Outcomes & Implications are missing | _____ pts 💬 / 30.0 |

| Strategic Plan Report Rubric | | |
|---|---|---|
| **Criteria** | **Ratings** | **Pts** |
| Total Points: 0 out of 200.0 | | |