

**MA IN ORGANIZATIONAL LEADERSHIP (MAOL)
PROGRAM LEARNING OUTCOMES 2020-21**

Learning Outcome:

MAOL PLO 1: Evaluate how Christian values support the practices of leadership within an organizational system.

Outcome Measure:

LDR 6006 Strategic HRM Paper

Criteria for Success (how do you judge if the students have met your standards):

80% have a 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		
	FA20	SP21	SU21
Strategic HRM Paper	100%	N/A	100%

Conclusions Drawn from Data:

Students in the Fall 2020 cohorts and Summer cohort did meet the criteria for success for this Learning Outcome. The Strategic HRM Paper is now the signature assignment for this course as LDR 6041 was modified to focus on the Line of Inquiry (LOI) and not the Program Learning Outcomes. The assignment will be used to assess this Learning Outcomes as it focuses on how students understand organizational challenges, processes, and practices in light of their Christian worldview.

Changes to be Made Based on Data:

No changes are recommended at this time.

Strategic HRM Paper Rubric:

SHRM Paper Rubric (1)   					
Criteria	Ratings				Pts
Brief biography of the person interviewed. Summary of the organization.	20 pts Best (18 to 20 points) Exceeded all objectives, expectations, and requirements.	18 pts Better (16 to 18 points) Met and exceeded some objectives, expectations, and requirements.	16 pts Good (14 to 16 points) Met objectives, expectations, and requirements.	0 pts No Marks	20 pts
Data Gathering	20 pts Best (18 to 20 points) Most and in some cases all of the interview questions on the assignment were addressed with interviewees.	18 pts Better (16 to 18 points) Most interview questions on the assignment were addressed with each individual interviewed.	16 pts Good (14 to 16 points) Many interview questions were unanswered or answered in minimal detail.	0 pts No Marks	20 pts
Findings of the Interview	20 pts Best (18 to 20 points) Assignment shows considerable depth and reflection about the interviews.	18 pts Better (16 to 18 points) Assignment shows notable depth and reflection about the interviews.	16 pts Good (14 to 16 points) Assignment shows basic depth or reflection about the interviews.	0 pts No Marks	20 pts
Key Learnings	20 pts Best (18 to 20 points) Provides comprehensive insight, understanding, and critical thinking.	18 pts Better (16 to 18 points) Provides solid insight, understanding, and critical thinking.	16 pts Good (14 to 16 points) Provides basic insight, understanding, and critical thinking.	0 pts No Marks	20 pts
Organization and Writing	20 pts Best (18 to 20 points) The organization and presentation of the findings and learning's are compelling and move the reader through the text easily.	18 pts Better (16 to 18 points) The organization and presentation of the findings and learning's are solid and move the reader through the text comfortably.	16 pts Good (14 to 16 points) The organization and presentation of the findings and learning's are satisfactory and move the reader through the text at times awkwardly.	0 pts No Marks	20 pts
Total Points: 100					

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Learning Outcome:

MAOL PLO 2: Interpret how organizational knowledge relates to management, the practices of planning, leadership of change and conflict, and oversight of human resources, and illustrate how that integrates with Christian, legal, and regulatory roles.

Outcome Measure:

LDR 6006 Strategic HRM Paper and Presentation

Criteria for Success (how do you judge if the students have met your standards):

80% have a minimum average score of 80% on value 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		
	FA20	SP21	SU21
Strategic HRM Paper	100%	N/A	100%

Conclusions Drawn from Data:

Students in the Fall 2020 cohorts and Summer cohort did meet the criteria for success for this Learning Outcome. The Strategic HRM Paper is now the signature assignment for this course as LDR 6041 was modified to focus on the Line of Inquiry (LOI) and not the Program Learning Outcomes. The assignment will be used to assess this Learning Outcomes as it focuses on managing people, resources, regulations, and relationships.

Changes to be Made Based on Data:

No changes are recommended at this time.

Strategic HRM Paper Rubric:

SHRM Paper Rubric (1)   					
Criteria	Ratings				Pts
Brief biography of the person interviewed. Summary of the organization.	20 pts Best (18 to 20 points) Exceeded all objectives, expectations, and requirements.	18 pts Better (16 to 18 points) Met and exceeded some objectives, expectations, and requirements.	16 pts Good (14 to 16 points) Met objectives, expectations, and requirements.	0 pts No Marks	20 pts
Data Gathering	20 pts Best (18 to 20 points) Most and in some cases all of the interview questions on the assignment were addressed with interviewees.	18 pts Better (16 to 18 points) Most interview questions on the assignment were addressed with each individual interviewed.	16 pts Good (14 to 16 points) Many interview questions were unanswered or answered in minimal detail.	0 pts No Marks	20 pts
Findings of the Interview	20 pts Best (18 to 20 points) Assignment shows considerable depth and reflection about the interviews.	18 pts Better (16 to 18 points) Assignment shows notable depth and reflection about the interviews.	16 pts Good (14 to 16 points) Assignment shows basic depth or reflection about the interviews.	0 pts No Marks	20 pts
Key Learnings	20 pts Best (18 to 20 points) Provides comprehensive insight, understanding, and critical thinking.	18 pts Better (16 to 18 points) Provides solid insight, understanding, and critical thinking.	16 pts Good (14 to 16 points) Provides basic insight, understanding, and critical thinking.	0 pts No Marks	20 pts
Organization and Writing	20 pts Best (18 to 20 points) The organization and presentation of the findings and learning's are compelling and move the reader through the text easily.	18 pts Better (16 to 18 points) The organization and presentation of the findings and learning's are solid and move the reader through the text comfortably.	16 pts Good (14 to 16 points) The organization and presentation of the findings and learning's are satisfactory and move the reader through the text at times awkwardly.	0 pts No Marks	20 pts
					Total Points: 100

**MA IN ORGANIZATIONAL LEADERSHIP (MAOL)
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Learning Outcome:

MAOL PLO 3: Analyze the evidence of personal leadership style, strengths, and skills, and how that supports their various functions within an organization.

Outcome Measure:

LDR6002: Final Project PowerPoint Presentation

Criteria for Success (how do you judge if the students have met your standards):

80% have a minimum average score of 80% on value 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		
	FA20	SP21	SU21
Final Project PowerPoint Presentation	100%	100%	N/A

Conclusions Drawn from Data:

Students in the Fall 2020 cohorts and Spring cohort did meet the criteria for success for this Learning Outcome. The Final Project PowerPoint Presentation is now the signature assignment for this course as LDR 6041 was modified to focus on the Line of Inquiry (LOI) and not the Program Learning Outcomes. The assignment will be used to assess this Learning Outcomes as it focuses on how students understand their leadership strengths, skills, style, and knowledge.

Changes to be Made Based on Data:

No changes are recommended at this time.

Final Project PowerPoint Presentation Rubric:

Final PowerPoint Presentation						
You've already rated students with this rubric. Any major changes could affect their assessment results.						
Criteria	Ratings					Pts
Organization	15 pts Distinguished Student presents information in a logical, interesting sequence which audience can follow.	12 pts Proficient Student presents information in a logical sequence which audience can follow.	9 pts Good Student presents information in a mostly logical sequence, but audience has some difficulty following presentation because student skipped a topic or had to go backwards in the presentation.	6 pts Fair Audience has difficulty following presentation because student jumps around.	0 pts No Marks Audience cannot understand presentation because there is no sequence of information.	15 pts
Subject Knowledge	15 pts Distinguished Student demonstrates full knowledge of content with consistent and clear explanations and elaboration of concepts and ideas.	12 pts Proficient Student mostly demonstrates knowledge of content, but but doesn't always elaborate concepts and ideas.	9 pts Good Student demonstrates minimal comfort with the information, and lacks knowledge of the content with limited elaboration of concepts and ideas.	6 pts Fair Student is uncomfortable with the information, and lacks knowledge of the content with no elaboration of concepts and ideas.	0 pts No Marks Student does not have grasp of information; and does not have understanding of concepts and ideas.	15 pts
Visual Aids - PPT	10 pts Distinguished Student's visual aids explain and reinforce screen text and presentation.	8 pts Proficient Student's visual aids relate to text and presentation.	6 pts Good Student occasionally uses visual aids that rarely support text and presentation.	4 pts Fair Student uses visual aids that rarely support text and presentation.	0 pts No Marks Student uses superfluous visual aids or no visual aids.	10 pts
Mechanics	10 pts Distinguished Presentation has no grammatical errors and demonstrates graduate-level presentation skills.	8 pts Proficient Presentation has no more than two grammatical errors and demonstrates strong presentation skills.	6 pts Good Presentation has three grammatical errors and demonstrates some presentation skills.	4 pts Fair Presentation has four or more grammatical errors and demonstrates limited presentation skills.	0 pts No Marks Student's presentation has four or more grammatical errors.	10 pts
Research and Content	40 pts Distinguished Presentation demonstrates evidence of outside research (in addition to the course texts) that relates current leadership theory literature to the student's personal leadership style as it relates to their overall personal leadership theory. Presentation cites at least three additional scholarly peer-reviewed sources/references.	32 pts Proficient Presentation demonstrates evidence of outside research (in addition to the course texts) that relates current leadership theory literature to the student's personal leadership style as it relates to their overall personal leadership theory. Presentation cites two additional scholarly peer-reviewed sources/references.	24 pts Good Presentation demonstrates evidence of outside research (in addition to the course texts) that relates current leadership theory literature to the student's personal leadership style as it relates to their overall personal leadership theory. Presentation cites only one additional scholarly peer-reviewed sources/references.	16 pts Fair Presentation demonstrates evidence of outside research (in addition to the course texts) that relates current leadership theory literature to the student's personal leadership style as it relates to their overall personal leadership theory. Presentation cites no additional scholarly peer-reviewed sources/references.	0 pts No Marks Presentation does not demonstrate evidence of outside research (in addition to the course texts) that relates current leadership theory literature to the student's personal leadership style as it relates to their overall personal leadership theory.	40 pts
Abbreviated Zoom Presentation	10 pts Distinguished Presentation was no more than 3-5 minutes and incorporated 1-2 PowerPoint slides, addressing your personal Leadership Philosophy.	8 pts Proficient Presentation was less than 3 minutes and contained 1-2 PowerPoint slides.	6 pts Good Presentation was 3-5 minutes and incorporated no PowerPoint slides.	4 pts Fair Presentation was more than 5 minutes or less than 2 minutes and did not incorporate slides.	0 pts No Marks Student did not make the abbreviated presentation	10 pts
Total Points: 100						

**MA IN ORGANIZATIONAL LEADERSHIP (MAOL)
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Learning Outcome:

MAOL PLO 4: Adapt leadership concepts to real-life organizational situations.

Outcome Measure:

LDR6021: Capstone Project - Strategic Plan Paper

Criteria for Success (how do you judge if the students have met your standards):

80% have a minimum average score of 80% on value 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		
	FA20	SP21	SU21
Capstone Project - Strategic Plan Paper	100%	100%	N/A

Conclusions Drawn from Data:

Students in the Fall 2020 cohorts and Summer cohorts did meet the criteria for success for this Learning Outcome. The Capstone Project - Strategic Plan Paper is now the signature assignment for this course as LDR 6041 was modified to focus on the Line of Inquiry (LOI) and not the Program Learning Outcomes. The assignment will be used to assess this Learning Outcomes as it focuses on how students apply leadership theories and practices to real-world settings.

Changes to be Made Based on Data:

No changes are recommended at this time.

Capstone Project - Strategic Plan Paper Rubric:

Capstone Project Report   		
Criteria	Ratings	Pts
Executive Summary: Organization, clarity, thorough yet concise.	This area will be used by the assessor to leave comments related to this criterion.	20 pts
Strategic Recommendations: How specific are they and how powerfully are they presented? These are presented as part of the Executive Summary	This area will be used by the assessor to leave comments related to this criterion.	20 pts
External Environment Analysis	This area will be used by the assessor to leave comments related to this criterion.	20 pts
Company Situation Analysis	This area will be used by the assessor to leave comments related to this criterion.	20 pts
Financial Analysis	This area will be used by the assessor to leave comments related to this criterion.	20 pts
Other Strategic Tools	This area will be used by the assessor to leave comments related to this criterion.	15 pts
Analysis of Alternatives	This area will be used by the assessor to leave comments related to this criterion.	15 pts
List of Sources	This area will be used by the assessor to leave comments related to this criterion.	15 pts
Spelling / Punctuation / Grammar	This area will be used by the assessor to leave comments related to this criterion.	15 pts
		Total Points: 160