

DOCTOR OF PHILOSOPHY IN ORGANIZATIONAL DEVELOPMENT & LEADERSHIP ANNUAL ASSESSMENT PLAN & FINDINGS 2018-2019 ACADEMIC YEAR

	PLO 1 Design research studies applicable to individuals, teams and organizations using evidence-based methods and principles of ethical psychological research.	PLO 2 Assess the influence and impact of social, emotional, and cultural dynamics in organizations.	PLO 3 Create evidence-based systems and strategies associated with organizational performance, structure, and development, human performance, behavior and learning, and growth and innovation.	PLO 4 Evaluate concepts, skills, and initiatives that are fundamental to the ethical practice of diverse and multicultural organizations and organizational leaders.	PLO 5 Appraise the complexity of organizational systems and functions as an effective change agent through implementati on of evidence-based interventions and psychological research in complex, multicultural teams and organizations.	PLO 6 Assess the impact of organizational policies, practices, strategic initiatives, innovation, and change processes in teams and organizations.	PLO 7 Design appropriate organizational learning and development solutions.	PLO 8 Utilize leadership skills appropriate for a variety of complex, multicultural team and organizational settings.
PSY 7512 Psychology of Leadership		ı	ı	I	ı	I		I
ORG 8511 Advanced Topics in Performance Management		R	R	I	R	R	R	R
RES 7105 Scholarly Argument I	1			1	1			
ORG 8510 Advanced Seminar: Leading Organizational Change		I		R	I	I		R
RES 7400 Research Design & Methods – Quantitative	ı			R	R			
RES 7410 Research Design & Methods – Qualitative	I			R	R			
ORG 8518 Professional & Business Ethics in Organizational Leadership		R	R	М	R	R		R
RES 7402 Advanced Tests & Measurements	I			R	R			

Office of Learning Assessment and Program Review



ORG 7101 Assessment Tools for Organizational Leadership		I	I	R	R	R	I	R
RES 7110 Scholarly Argument II	R			R	R			
RES 7415 Advanced Statistics	R				R			
RES 7440 Advanced Study in Qualitative Research	R			R	R			
DOC 8770 Doctoral Capstone Seminar	R	М	M	М	М	M	М	М
RES 8910 Dissertation Planning I	R				R			
RES 8912 Dissertation Planning II	R			R	R			
RES 8990/8992 Dissertation	M			М	М			
PSY 7512 Psychology of Leadership		I	I	I	I	I		I
ORG 8511 Advanced Topics in Performance Management		R	R	I	R	R	R	R
RES 7105 Scholarly Argument I	1			1	I			

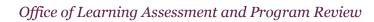
I (Introduced), R (Reinforced), or M (Mastered).



ANNUAL ASSESSMENT PLAN FINDINGS

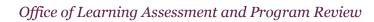
PLO 1 - Design research studies applicable to individuals, teams and organizations using evidence-based methods and principles of ethical psychological research.

MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure - Approved Letter of Intent (LOI) from RES 8912	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-	N/A	N/A	N/A	INSUFFICIENT DATA



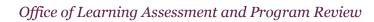


	Performance, Below Expectations, Basic, Proficient, or Distinguished.				
Direct Measure - Dissertation	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
Indirect Measure – Alumni Survey	80% of students will report high levels (4 or 5 on a five-point scale, where 5 is high) of learning on this outcome.	N/A	N/A	N/A	INSUFFICIENT DATA
PLO 2 - Assess the infl	uence and impact of social, emotional, and o	cultural dynamics	in organizations.		
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE THE ACCEPTABLE TARGET





					4. INSUFFICIENT DATA
Direct Measure - Summative Assessment in ORG 8512	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
Direct Measure - Dissertation	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
Indirect Measure – Alumni Survey	80% of students will report high levels (4 or 5 on a five-point scale, where 5 is high) of learning on this outcome.	N/A	N/A	N/A	INSUFFICIENT DATA
	re-based systems and strategies associated variety and learning, and growth and innovation.	with organization	al performance, s	tructure, and deve	opment, human
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING	TOTAL NUMBER OF STUDENT	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT	ASSESSMENT RESULTS:





		ACCEPTABLE TARGET	RECORDS OBSERVED	RECORDS MEETING ACCEPTABLE TARGET	1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure - Summative Assessment in DOC 8770	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	79	91	86.81%	EXCEEDS THE ACCEPTABLE TARGET
Direct Measure - Dissertation	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA



Indirect Measure – Alumni Survey	80% of students will report high levels (4 or 5 on a five-point scale, where 5 is high) of learning on this outcome.	N/A	N/A	N/A	INSUFFICIENT DATA
PLO 4 - Evaluate conce organizational leaders	epts, skills, and initiatives that are fundame	ntal to the ethical	practice of diver	se and multicultura	l organizations and
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure - Summative Assessment in ORG 8518	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
Direct Measure - Dissertation	80% of student records will receive a proficient or distinguished evaluation on	N/A	N/A	N/A	INSUFFICIENT DATA

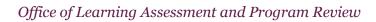




	relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.				
Indirect Measure – Alumni Survey	80% of students will report high levels (4 or 5 on a five-point scale, where 5 is high) of learning on this outcome.	N/A	N/A	N/A	INSUFFICIENT DATA

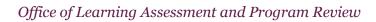
PLO 5 - Appraise the complexity of organizational systems and functions as an effective change agent through implementation of evidence-based interventions and psychological research in complex, multicultural teams and organizations.

MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
---------	-------------------	-----------------------------------------------------------	------------------------------------------	------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------





organizations. MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure – Alumni Survey	80% of students will report high levels (4 or 5 on a five-point scale, where 5 is high) of learning on this outcome.	N/A	N/A	N/A	INSUFFICIENT DATA
Direct Measure - Dissertation	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
Direct Measure - Summative Assessment in DOC 8770	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	79	91	86.81%	EXCEEDS THE ACCEPTABLE TARGET





					2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure - Summative Assessment in ORG 8534	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
Direct Measure - Dissertation	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
Indirect Measure – Alumni Survey	80% of students will report high levels (4 or 5 on a five-point scale, where 5 is high) of learning on this outcome. riate organizational learning and developments.	N/A	N/A	N/A	INSUFFICIENT DATA

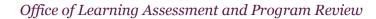


MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure - Summative Assessment in ORG 8511	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
Direct Measure - Dissertation	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-	N/A	N/A	N/A	INSUFFICIENT DATA

$O\!f\!f\!i\!ce\ of\ Learning\ Assessment\ and\ Program\ Review$



Indirect Measure – Alumni Survey	Performance, Below Expectations, Basic, Proficient, or Distinguished. 80% of students will report high levels (4 or 5 on a five-point scale, where 5 is high) of learning on this outcome.	N/A	N/A	N/A	INSUFFICIENT DATA
PLO 8 - Utilize leaders	hip skills appropriate for a variety of comple	ex, multicultural to	eam and organiza	ational settings.	
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure - Summative Assessment in ORG 8615	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO,	N/A	N/A	N/A	INSUFFICIENT DATA

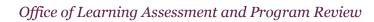




	where the performance levels are Non- Performance, Below Expectations, Basic, Proficient, or Distinguished.				
Direct Measure - Dissertation	80% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.	N/A	N/A	N/A	INSUFFICIENT DATA
Indirect Measure – Alumni Survey	80% of students will report high levels (4 or 5 on a five-point scale, where 5 is high) of learning on this outcome.	N/A	N/A	N/A	INSUFFICIENT DATA

OVERALL RECOMMENDATIONS

Due to the limited size of the program, many of the direct measures had less than 10 total student records. Additionally, there is a need for revision in some of the courses to ensure proper alignment with program learning outcomes for the assignments.





ОИТСОМЕ	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
Action Details				
ОИТСОМЕ	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
Action Details		•		•
ОИТСОМЕ	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
Action Details				
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
Action Details				
ОИТСОМЕ	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
Action Details				