

**DOCTOR OF PHILOSOPHY IN ORGANIZATIONAL LEADERSHIP & DEVELOPMENT ANNUAL ASSESSMENT PLAN & FINDINGS
2023-2024 ACADEMIC YEAR**

	<i>PLO 1</i> <i>Design research projects that employ evidence-based methods and practices, and are framed within legal and ethical boundaries.</i>	<i>PLO 2</i> <i>Assess the influence of cultural dynamics, organizational strategies, innovation, and change processes in teams and organizations.</i>	<i>PLO 3</i> <i>Create evidence-based solutions and strategies associated with human and organizational performance, organizational structure and functioning, behavior and learning, and growth and innovation.</i>	<i>PLO 4</i> <i>Evaluate models, concepts, skills, and initiatives that are fundamental to the ethical operation of diverse and multicultural organizations and the ethical practice of organizational leaders.</i>	<i>PLO 5</i> <i>Synthesize leadership knowledge, skills and competencies applicable in complex, multicultural team and organizational settings.</i>
<i>ORG 7102 Advanced Seminar: Leadership & Management</i>	I	I	I	I	I
<i>ORG 8511 Advanced Topics in Performance Management</i>		R	R	R	R
<i>RES 7115 Research Foundations I</i>	X	X	X	X	X
<i>RES 8001 In-Residence Workshop 1</i>	X		X	X	X
<i>ORG 8615 Advanced Topics in Organizational Development & Leadership</i>	R	R	R	R	R
<i>ORG 8532 Advanced Seminar: The Leader as Coach</i>		R	R	R	R
<i>RES 7400 Research Design & Methods –Quantitative</i>	X	X	X	X	
<i>ORG 8534 Advanced Seminar: Human Resources Business Strategy</i>	R	R	R	R	R
<i>ORG 8213 Strategic Talent Development</i>		X	X	X	X
<i>RES 7410 Research Design & Methods –Qualitative</i>	X	X	X	X	X
<i>RES 8002 In-Residence Workshop 2</i>	X	X	X	X	X

<i>ORG 8518 Professional & Business Ethics in Organizational Leadership</i>	R	R	R	R	R
<i>ORG 7701 Theoretical Foundations for Diversity Work</i>		X	X	X	X
<i>RES 7402 Advanced Tests & Measurements</i>	X	X	X	X	X
<i>ORG 8512 Leadership & Organizational Cultures</i>		X	X	X	X
<i>RES 8003 In-Residence Workshop 3</i>	X	X	X	X	X
<i>ORG 7101 Assessment Tools for Organizational Leadership</i>	X	X	X	X	X
<i>ORG 8510 Advanced Seminar: Leading Organizational Change</i>	M	M	M	M	M
<i>RES 7120 Research Foundations II</i>	X		X	X	X
<i>RES 7415 Advanced Statistics OR RES 7440 Advanced Study in Qualitative Research</i>	X	X	X	X	X
<i>RES 8780 Research Conceptualization and Design</i>	M	M	M	M	M
<i>RES 8910 Dissertation Planning I</i>	M	M	M	M	M
<i>RES 8912 Dissertation Planning II</i>	X	X	X	X	
<i>RES 8971 Dissertation I</i>	M	M	M	M	M
<i>RES 8972 Dissertation II</i>	M			M	M
<i>RES 8973 Dissertation III</i>	M		M	M	M
<i>RES 8974 Dissertation IV</i>	M	M	M	M	M
<i>RES 8975 Dissertation V</i>	M	M	M	M	M

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

ANNUAL ASSESSMENT PLAN FINDINGS					
PLO 1 - Design research projects that employ evidence-based methods and practices, and are framed within legal and ethical boundaries.					
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 - RES 7120 Week 6 Assignment	70% of student records will receive a proficient or distinguished evaluation on relevant content criteria mapped to this PLO, where the performance levels are Non-	11	11	100%	1. EXCEEDS THE ACCEPTABLE TARGET

	Performance, Below Expectations, Basic, Proficient, or Distinguished.				
Direct Measure – RES 8780 Week 9 Assignment	70% 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.	28	36	77.8%	1. EXCEEDS THE ACCEPTABLE TARGET

PLO 2 - Assess the influence of cultural dynamics, organizational strategies, innovation, and change processes in 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
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Direct Measure – ORG 8510 Week 6 Assignment	70% 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.	191	228	83.8%	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure – ORG 8512 Week 6 Assignment	70% 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.	182	186	97.8%	1. EXCEEDS THE ACCEPTABLE TARGET

PLO 3 - Create evidence-based solutions and strategies associated with human and organizational performance, organizational structure and functioning, behavior and learning, and growth and innovation.

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
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4. INSUFFICIENT DATA					
Direct Measure – ORG 8534 Week 4 Assignment	70% 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.	85	112	75.9%	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure – ORG 8534 Week 6 Assignment	70% 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.	74	81	91.4%	1. EXCEEDS THE ACCEPTABLE TARGET
PLO 4 - Evaluate models, concepts, skills, and initiatives that are fundamental to the ethical operation of diverse and multicultural organizations and the ethical practice of organizational leaders.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING	1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET

				ACCEPTABLE TARGET	3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure – ORG 8615 Week 6 Assignment	70% 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.	116	132	87.9%	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure – ORG 8518 Week 6 Assignment	70% 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.	43	48	89.6%	1. EXCEEDS THE ACCEPTABLE TARGET
PLO 5 - Synthesize leadership knowledge, skills and competencies applicable in complex, multicultural team and organizational 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	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET

				ACCEPTABLE TARGET	2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure – ORG 8532 Week 6 Assignment	70% 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.	149	165	90.3%	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure – ORG 8512 Week 6 Assignment	70% 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.	182	186	97.8%	1. EXCEEDS THE ACCEPTABLE TARGET

OVERALL RECOMMENDATIONS

Overall, it is recommended that the Program Lead for the Doctor of Philosophy in Organizational Leadership & Development review the assessment plans (including measures used, alignment mapping, and targets set) and Curriculum Map in preparation for the 2024-2025 assessment cycle. This will determine the appropriateness of the assignments and mapping for each PLO.

ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT				
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>PLOs 1-5</i>	<i>Continued levels of student achievement on all PLOs.</i>	<i>Program Chair and Assessment</i>	<i>Not Started</i>	<i>June 2025</i>
<i>Action Details</i>	<i>Since all direct measures were met, the Program Chair for the PhD in Organizational Development and Leadership will monitor learning outcome data throughout the 2024-2025 academic year.</i>			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>PLOs 1-5</i>	<i>Continued levels of student achievement on all PLOs.</i>	<i>Program Chair and Assessment</i>	<i>In Progress</i>	<i>June 2025</i>
<i>Action Details</i>	<i>The Program Chair for the PhD in Organizational Development and Leadership will review the curriculum map and CLO to PLO mapping for proper alignment in the 2024-2025 academic year.</i>			