

Assessment: Program Assessment Plan



Program (SOLES-GR) - Leadership Studies MA

Assessment Coordinator: Dr. Heather Herrera, Assistant Dean of Accreditation and Assessment

Outcome: Student Learning Outcome 1

Objective Area: Leadership and related theories

Outcome 1: Masters candidates will articulate prominent theories in Leadership Studies, analyze and critique these theories, and apply these theories in the course of addressing a variety of organizational issues and problems.

Outcome Status: Active

Outcome Assessment Cycle: 2014 - 2015, 2015 - 2016, 2016 - 2017, 2017 - 2018, 2018 - 2019, 2019 - 2020

Start Date: 01/01/2015

Outcome Type: Student Learning Outcome

Measures

Paper/Written Assignment - MA Leadership Studies students in LEAD 545 are assessed using their Individual Leadership Theory Paper. (Active)

Benchmark/Criterion: 85% of MA Leadership studies candidates in LEAD 545 will earn a rubric equivalent score of at least a B on their Leadership Theory Paper.

Paper/Written Assignment - MA Leadership Studies candidates are assessed in LEAD 555 using an instructor designated paper (Active)

Benchmark/Criterion: 85% of MA Leadership Studies candidates in LEAD 555 will earn a rubric equivalent score of at least a B on the instructor designated paper.

Related Items

University Graduate Outcomes

USD Graduate LO #1: Knowledge - Students will be able to develop specialized field knowledge and integrate knowledge across content areas.

USD Graduate LO #4: Applied learning - Students will be able to apply disciplinary or interdisciplinary learning across multiple contexts, integrating knowledge and practice.

USD Graduate LO #5: Communication - Students will be able to communicate effectively in presenting ideas orally and in writing (oral communication; written communication).

Outcome: Student Learning Outcome 2

Objective Area: Critical Thinking and Analytical Approaches

Outcome 2: Students will select relevant information, organize and evaluate the information, and apply the information to issues of leadership.

Outcome Status: Active

Outcome Assessment Cycle: 2014 - 2015, 2015 - 2016, 2016 - 2017, 2017 - 2018, 2018 - 2019, 2019 - 2020

Program (SOLES-GR) - Leadership Studies MA

Start Date: 01/01/2015

Outcome Type: Student Learning Outcome

Measures

Paper/Written Assignment - MA Leadership Studies Candidates are assessed in LEAD 549 using their Survey Design and Analysis Plan. (Active)

Benchmark/Criterion: 85% of MA Leadership Studies candidates in LEAD 549 will earn a rubric equivalent score of at least a B on their Survey Design and Analysis Plan.

Paper/Written Assignment - MA Leadership Studies candidates are assessed in LEAD 555 using their Ethical Issue Paper (Active)

Benchmark/Criterion: 85% of MA Leadership Studies candidates in LEAD 555 will earn a rubric equivalent score of at least a B on their Ethical Issue Paper.

Capstone Assignment/Project - MA Leadership Studies Candidates are assessed in LEAD 589 using their Capstone Project. (Active)

Benchmark/Criterion: 85% of MA Leadership Studies candidates in LEAD 589 will earn a rubric equivalent score of at least a B on their Capstone Project.

Related Items

University Graduate Outcomes

USD Graduate LO #1: Knowledge - Students will be able to develop specialized field knowledge and integrate knowledge across content areas.

USD Graduate LO #3: Critical Inquiry (Competency Skills) - Students will be able to engage in critical inquiry through principle approaches or methods and through effective and ethical information search and evaluation strategies.

USD Graduate LO #4: Applied learning - Students will be able to apply disciplinary or interdisciplinary learning across multiple contexts, integrating knowledge and practice.

Outcome: Student Learning Outcome 3

Objective Area: Organizational Systems and Group Dynamics

Outcome 3: Students will demonstrate an understanding of key theories of organizational behavior and change, and to apply these theories in an organizational setting.

Outcome Status: Active

Outcome Assessment Cycle: 2014 - 2015, 2015 - 2016, 2016 - 2017, 2017 - 2018, 2018 - 2019, 2019 - 2020

Start Date: 01/01/2015

Outcome Type: Student Learning Outcome

Measures

Capstone Assignment/Project - MA Leadership Studies candidates are assessed in LEAD 559 using their Theory of Organizational Change Project. (Active)

Benchmark/Criterion: 85% of MA Leadership Studies candidates in LEAD 559 will earn a rubric equivalent score of at least a B on their Theory of Organizational Change Project.

Portfolio Review - MA Leadership Studies candidates are assessed in LEAD 598 using their Internship Portfolio. (Active)

Benchmark/Criterion: 85% of MA Leadership Studies candidates in LEAD 598 will earn a rubric equivalent score of at least a B on their Internship Portfolio.

Program (SOLES-GR) - Leadership Studies MA

Related Items

University Graduate Outcomes

USD Graduate LO #1: Knowledge - Students will be able to develop specialized field knowledge and integrate knowledge across content areas.

USD Graduate LO #4: Applied learning - Students will be able to apply disciplinary or interdisciplinary learning across multiple contexts, integrating knowledge and practice.

Outcome: Student Learning Outcome 4

Objective Area: Cultural Competency Global Understanding

Outcome 4: Students will critically examine culture other than their own, and apply the knowledge gained in their personal and professional lives.

Outcome Status: Active

Outcome Assessment Cycle: 2014 - 2015, 2015 - 2016, 2016 - 2017, 2017 - 2018, 2018 - 2019, 2019 - 2020

Start Date: 01/01/2015

Outcome Type: Student Learning Outcome

Measures

Paper/Written Assignment - MA Leadership Studies candidates will successfully complete the SOLES International Requirement. (Active)

Benchmark/Criterion: MA Leadership Studies candidates will successfully complete the SOLES International Requirement.

Related Items

University Graduate Outcomes

USD Graduate LO #2: Diverse Perspectives - Students will be able to evaluate diverse points of view embedded within varying frameworks which may include temporal, cultural, linguistic, sociopolitical or technological contexts.

USD Graduate LO #6: Ethical Reasoning - Students will be able to reason ethically in evaluating various perspectives, policies and/or practices relevant to one's field of study.

Outcome: Student Learning Outcome 5

Objective Area: Self-Awareness

Outcome 5: Graduates will have an ability to reflect upon their own skills and limitations as leaders, evidenced by performance in working with groups.

Outcome Status: Active

Outcome Assessment Cycle: 2014 - 2015, 2015 - 2016, 2016 - 2017, 2017 - 2018, 2018 - 2019, 2019 - 2020

Start Date: 01/01/2015

Outcome Type: Student Learning Outcome

Measures

Paper/Written Assignment - MA Leadership Studies candidates are assessed in LEAD 551 using their Final Paper. (Active)

Benchmark/Criterion: 85% of MA Leadership Studies candidates in LEAD 551 will earn a rubric equivalent score of at least a B on their Final Paper.

Paper/Written Assignment - MA Leadership Studies candidates are assessed in LEAD 545 using their Personal Leadership Project.

Program (SOLES-GR) - Leadership Studies MA

(Active)

Benchmark/Criterion: 85% of MA Leadership Studies candidates in LEAD 545 will earn a rubric equivalent score of at least a B on their Personal Leadership Project.

Related Items

University Graduate Outcomes

USD Graduate LO #4: Applied learning - Students will be able to apply disciplinary or interdisciplinary learning across multiple contexts, integrating knowledge and practice.

Outcome: Operational Outcome 1

The Leadership Studies MA program offers high-quality content and expert instruction.

Outcome Status: Active

Outcome Assessment Cycle: 2014 - 2015, 2015 - 2016, 2016 - 2017, 2017 - 2018, 2018 - 2019, 2019 - 2020

Start Date: 01/01/2015

Outcome Type: Operational Outcome

Measures

Survey - Candidates are encouraged to provide valuable feedback to faculty and administrators regarding their educational experiences. The "Course Evaluation" is one way for students to provide such feedback. Data collected through these evaluations are utilized to improve and enhance their program. There are four major areas for students to rate their educational experience: overall student satisfaction; teaching of course material; instructor's relationship with students; and course requirements and student evaluation. Students are also given an opportunity to answer open ended questions relating to their educational experience.

(Active)

Benchmark/Criterion: A seven point Likert scale is used: seven is strongly agree, six is agree, five is slightly agree, four is neutral, three is slightly disagree, two is disagree, and one is strongly disagree. The goal is to have a mean rating in the six to seven range for each evaluated area.

Survey - Candidates are encouraged to provide valuable feedback to faculty and administrators regarding their educational experiences. The "Exit Survey" is one way for students to provide such feedback. Data collected through these evaluations are utilized to improve and enhance their program. General survey items address candidates' satisfaction with courses, faculty, advisors, intellectual climate, support services, and program communication. Candidates are also provided with program specific survey items and the opportunity to answer open ended questions relating to their educational experience. (Active)

Benchmark/Criterion: Three five point Likert scales were used with the goal of having mean ratings in the four to five range.

Rating Scale 1: Strongly Agree (5), Agree (4), Neutral (3), Disagree (2), Strongly Disagree (1)

Rating Scale 2: Extremely Well (5), Fairly Well (4), Moderately (3), Poorly (2), Not At All (1)

Rating Scale 3: Very Satisfied (5), Satisfied (4), Neutral (3), Dissatisfied (2), Very Dissatisfied (1)

Survey - Candidates are encouraged to provide valuable feedback to faculty and administrators regarding their educational experiences. The "Alumni Survey" is one way for students to provide such feedback. Data collected through these evaluations are utilized to improve and enhance their program. General survey items address employment, alumni involvement, and application of knowledge and skills. USD-SOLES alumni are also provided with open-ended questions regarding their effectiveness in the workplace, the quality of faculty advising and mentoring, benefits of the program, and recommendations for improvement.

(Active)

Benchmark/Criterion: A five point Likert scale is used: five is extremely well, four is fairly well, three is moderately, two is poorly, and one is not at all. The goal is to have a mean rating in the four to five range for each evaluated area.

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