

Assessment: Program Assessment Plan



Program (SOLES-GR) - Leadership Studies PhD

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Outcome: Student Learning Outcome 1

PhD candidates will articulate prominent leadership 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

Capstone Assignment/Project - PhD LEAD 611 students are assessed using the Discussion: Leadership assignment. (Active)

Benchmark/Criterion: PhD students in LEAD 611 will successfully complete the Discussion: Leadership assignment, based on rubric scoring.

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 2

PhD candidates will realistically appraise their personal strengths and weaknesses exercising leadership. They will actualize leadership in real and complex situations.

Outcome Status: Active

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

Start Date: 01/01/2015

Outcome Type: Student Learning Outcome

Measures

Paper/Written Assignment - PhD students in LEAD 611 are assessed using their final paper. (Active)

Benchmark/Criterion: At least 85% of PhD candidates in LEAD 611 will earn a B or better on their final paper using the associated rubric.

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Outcome: Student Learning Outcome 3

PhD candidates will be able to use a range of perspectives and theoretical constructs from various social science/humanities disciplines/fields of study to analyze, critique, and make decisions about an array of leadership and 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

Group Project - PhD students in LEAD 619 are assessed using their Organizational Theory Project. (Active)

Benchmark/Criterion: 85% of PhD students in LEAD 619 will earn a rubric equivalent score of a B or better on their Organizational Theory Project.

Paper/Written Assignment - PhD Students in LEAD 611 are assessed using their final paper and their group presentation. (Active)

Benchmark/Criterion: 85% of PhD students in LEAD 611 will integrate theories from disciplines other than mainstream Leadership Studies, in their final paper and in their group presentations.

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

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 4

PhD candidates will demonstrate the methodological skills necessary to design, analyze, critique, and conduct research using both qualitative and quantitative research techniques.

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 - PhD students in LEAD 607 are assessed using their Policy Report Critiques. (Active)

Benchmark/Criterion: 85% of PhD students in LEAD 607 will earn a rubric equivalent score of at least a B on their Policy Report Critiques.

Paper/Written Assignment - PhD students in LEAD 602 are assessed using an instructor designated paper. (Active)

Benchmark/Criterion: 85% of PhD students in LEAD 602 will earn a rubric equivalent score of at least a B on their paper.

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Related Items

University Graduate Outcomes

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 5

Students' written and oral communication will be clear, coherent, well organized, and technically correct.

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 - PhD students in LEAD 612 are assessed using their final paper and oral presentation. (Active)

Benchmark/Criterion: 85% of PhD students in LEAD 612 will earn a rubric equivalent score of a B or better on their final paper and oral presentation.

Presentation/Performance - PhD students in LEAD 613 are assessed using their project presentation. (Active)

Benchmark/Criterion: 85% of PhD students in LEAD 613 will earn a rubric equivalent score of a B or better on their project presentation.

Presentation/Performance - PhD students in LEAD 608 are assessed using the Traditional Scholarly Oral Presentation. (Active)

Benchmark/Criterion: 85% of PhD students in LEAD 608 will earn a rubric equivalent score of a B or better on the Traditional Scholarly Oral Presentation.

Related Items

University Graduate Outcomes

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 6

Students will critically examine culture other than own, and apply the knowledge gained within 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

Survey - All degree-seeking students in the School of Leadership and Education Sciences (SOLES) at the University of San Diego are required to partake in an international experience as part of their graduation requirement. The SOLES Exit survey has items to

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capture the professional growth impact of the internationalization requirement on students. (Active)

Benchmark/Criterion: 80% of Leadership Studies PhD students will report the value with which the international requirement fostered their personal and professional growth, promoted cultural understanding, and prepared them for working more effectively with diverse communities.

Paper/Written Assignment - PhD Candidates will successfully complete the SOLES International Requirement. (Active)

Benchmark/Criterion: All PhD 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: Operational Outcome 1

The Leadership Studies PhD 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 faculty, advisors, intellectual climate, program support and communication, university support, enhanced knowledge and skills, preparation of skills, usefulness of required research courses, enhanced ability to think critically, advanced research classes, and satisfaction rating with dissertation. 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: Five different 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 Useful (5), Useful (4), Neutral (3), Useless (2), Very Useless (1)

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Rating Scale 4: Well Articulated (5), Articulated (4), Fairly Articulated (3), Poorly Articulated (2), Not Articulated (1)

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

Notes: updated the measure to match the exit survey points. 11/28/18

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.

Outcome: Program Outcome #1

The program provides candidates with the opportunity to follow a traditional or application-oriented dissertation that aligns with ones career goals and that exhibits excellence in conducting inquiry.

Outcome Status: Active

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

Start Date: 05/01/2015

Outcome Type: Operational Outcome

Measures

Presentation/Performance - PhD candidates in LEAD 610 are assessed using the mock oral defense of their dissertation proposal in class. (Active)

Benchmark/Criterion: At least 85% of PhD candidates in LEAD 610 will complete a mock dissertation proposal defense in class.