

**DOCTOR OF PHILOSOPHY IN ORGANIZATIONAL LEADERSHIP & DEVELOPMENT ANNUAL ASSESSMENT PLAN & FINDINGS  
2021-2022 ACADEMIC YEAR**

	<i><b>PLO 1</b></i> <i>Design research projects that employ evidence-based methods and practices, and are framed within legal and ethical boundaries.</i>	<i><b>PLO 2</b></i> <i>Assess the influence of cultural dynamics, organizational strategies, innovation, and change processes in teams and organizations.</i>	<i><b>PLO 3</b></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><b>PLO 4</b></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><b>PLO 5</b></i> <i>Synthesize leadership knowledge, skills and competencies applicable in complex, multicultural team and organizational settings.</i>
<i>ORG 7102 Advanced Seminar: Leadership &amp; Management</i>		<b>I</b>	<b>I</b>	<b>R</b>	<b>M</b>
<i>ORG 8511 Advanced Topics in Performance Management</i>		<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
<i>RES 7105 Scholarly Argument I</i>	<b>I</b>				
<i>RES 8001 In-Residence Workshop 1</i>	<b>I</b>				
<i>ORG 8615 Advanced Topics in Organizational Development &amp; Leadership</i>		<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
<i>ORG 8532 Advanced Seminar: The Leader as Coach</i>		<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
<i>RES 7400 Research Design &amp; Methods –Quantitative</i>	<b>R</b>				
<i>ORG 8534 Advanced Seminar: Human Resources Business Strategy</i>		<b>M</b>	<b>M</b>	<b>M</b>	<b>M</b>
<i>ORG 8619 Current &amp; Global Issues in Industrial &amp; Organizational Psychology</i>		<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
<i>RES 7410 Research Design &amp; Methods –Qualitative</i>	<b>R</b>				
<i>RES 8002 In-Residence Workshop 2</i>	<b>R</b>				

<i>ORG 8518 Professional &amp; Business Ethics in Organizational Leadership</i>		<b>R</b>	<b>R</b>	<b>M</b>	<b>R</b>
<i>ORG 7701 Theoretical Foundations for Diversity Work</i>		<b>M</b>	<b>M</b>	<b>M</b>	<b>M</b>
<i>RES 7402 Advanced Tests &amp; Measurements</i>	<b>R</b>				
<i>ORG 8512 Leadership &amp; Organizational Cultures</i>		<b>M</b>	<b>M</b>	<b>M</b>	<b>M</b>
<i>RES 8003 In-Residence Workshop 3</i>	<b>R</b>				
<i>ORG 7101 Assessment Tools for Organizational Leadership</i>		<b>M</b>	<b>M</b>	<b>M</b>	<b>M</b>
<i>ORG 8510 Advanced Seminar: Leading Organizational Change</i>		<b>M</b>	<b>M</b>	<b>M</b>	<b>M</b>
<i>RES 7110 Scholarly Argument II</i>	<b>R</b>				
<i>RES 7415 Advanced Statistics OR RES 7440 Advanced Study in Qualitative Research</i>	<b>M</b>				
<i>DOC 8770 Doctoral Capstone</i>	<b>M</b>				
<i>RES 8910 Dissertation Planning I</i>	<b>R</b>				
<i>RES 8912 Dissertation Planning II</i>	<b>M</b>				
<i>RES 8971 Dissertation I</i>	<b>M</b>				
<i>RES 8972 Dissertation II</i>	<b>M</b>				
<i>RES 8973 Dissertation III</i>	<b>M</b>				
<i>RES 8974 Dissertation IV</i>	<b>M</b>				
<i>RES 8975 Dissertation V</i>	<b>M</b>				

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

<b>ANNUAL ASSESSMENT PLAN FINDINGS</b>					
<b>PLO 1 - Design research projects that employ evidence-based methods and practices, and are framed within legal and ethical boundaries.</b>					
<b>MEASURE</b>	<b>ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</b>	<b>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA</b>
Direct Measure - RES 7110 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-	N/A	N/A	N/A	<b>4. INSUFFICIENT DATA</b>

	Performance, Below Expectations, Basic, Proficient, or Distinguished.				
Direct Measure – RES 8912 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.	N/A	N/A	N/A	<b>4. INSUFFICIENT DATA</b>

**PLO 2 - Assess the influence of cultural dynamics, organizational strategies, innovation, and change processes in teams and organizations.**

<b>MEASURE</b>	<b>ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</b>	<b>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA</b>
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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.	501	677	74.0%	<b>2. MEETS THE ACCEPTABLE TARGET</b>
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.	N/A	N/A	N/A	<b>4. INSUFFICIENT DATA</b>

**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.**

<b>MEASURE</b>	<b>ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</b>	<b>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET  2. MEETS THE ACCEPTABLE TARGET  3. DOES NOT MEET THE ACCEPTABLE TARGET</b>
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					<b>4. INSUFFICIENT DATA</b>
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.	116	230	50.4%	<b>3. DOES NOT MEET THE ACCEPTABLE TARGET</b>
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.	84	207	40.6%	<b>3. DOES NOT MEET THE ACCEPTABLE TARGET</b>
<b>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.</b>					
<b>MEASURE</b>	<b>ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET</b>	<b>TOTAL NUMBER OF STUDENT RECORDS OBSERVED</b>	<b>ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING</b>	<b>1. EXCEEDS THE ACCEPTABLE TARGET  2. MEETS THE ACCEPTABLE TARGET</b>

				ACCEPTABLE TARGET	3. DOES NOT MEET THE ACCEPTABLE TARGET  4. INSUFFICIENT DATA
Direct Measure – ORG 8615 Week 5 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.	24	24	100.0%	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.	78	91	85.7%	1. EXCEEDS THE ACCEPTABLE TARGET
<b>PLO 5 - Synthesize leadership knowledge, skills and competencies applicable in complex, multicultural team and organizational settings.</b>					
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.	262	340	77.1%	3. DOES NOT MEET THE ACCEPTABLE TARGET
Direct Measure – ORG 7102 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.	1427	2401	59.4%	3. DOES NOT MEET 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 2022-2023 assessment cycle. This will determine the appropriateness of the assignments and mapping for each PLO.*



<b>ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT</b>				
<b>OUTCOME</b>	<b>MEASURE</b>	<b>KEY/RESPONSIBLE PERSONNEL</b>	<b>STATUS</b>	<b>ANTICIPATED DATE OF COMPLETION</b>
<i>PLO 3</i>	<i>ORG 8534 Week 4 and 6 Assignment</i>	<i>Program Lead, Core Faculty</i>	<i>Started</i>	<i>March 2023</i>
<i>Action Details</i>	<i>Acceptable target rate of 70% was not met. This assignment should be reviewed to identify potential areas of difficulty. Revisions will be made based on findings if necessary.</i>			
<b>OUTCOME</b>	<b>MEASURE</b>	<b>KEY/RESPONSIBLE PERSONNEL</b>	<b>STATUS</b>	<b>ANTICIPATED DATE OF COMPLETION</b>
<i>PLO 5</i>	<i>ORG 7102 Week 6 Assignment</i>	<i>Program Lead, Core Faculty</i>	<i>Started</i>	<i>March 2023</i>
<i>Action Details</i>	<i>Acceptable target rate of 70% was not met. This assignment should be reviewed to identify potential areas of difficulty. Revisions will be made based on findings if necessary.</i>			