

**DOCTOR OF PHILOSOPHY IN ORGANIZATIONAL LEADERSHIP & DEVELOPMENT ANNUAL ASSESSMENT PLAN & FINDINGS
2022-2023 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> | X | X | X | X | X |
| <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> | M | M | M | M | M |
| <i>ORG 8510 Advanced Seminar: Leading Organizational Change</i> | M | M | M | M | M |
| <i>RES 7110 Scholarly Argument 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>DOC 8770 Doctoral Capstone</i> | M | M | M | M | M |
| <i>RES 8910 Dissertation Planning I</i> | X | X | X | X | X |
| <i>RES 8912 Dissertation Planning II</i> | X | X | X | X | |
| <i>RES 8971 Dissertation I</i> | M | | | | M |
| <i>RES 8972 Dissertation II</i> | M | | | | M |
| <i>RES 8973 Dissertation III</i> | M | | | | M |
| <i>RES 8974 Dissertation IV</i> | M | | | M | |
| <i>RES 8975 Dissertation V</i> | 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 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 | 4. INSUFFICIENT DATA |

| | | | | | |
|---------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|-----|-----------------------------|
| | 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 | 4. INSUFFICIENT DATA |

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 |
|----------------|--------------------------|------------------------------------------------------------------|-------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|----------------|--------------------------|------------------------------------------------------------------|-------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| | | | | | |
|---------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|-------|-----------------------------------------|
| 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. | 156 | 196 | 79.6% | 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. | 53 | 54 | 98.2% | 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 |
|----------------|--------------------------|------------------------------------------------------------------|-------------------------------------------------|----------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
|----------------|--------------------------|------------------------------------------------------------------|-------------------------------------------------|----------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|

| | | | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|-------------------------------------------------|----------------------------------------------------------------------|---------------------------------------------------------------------------------|
| | | | | | 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. | 80 | 115 | 69.6% | 3. DOES NOT MEET 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. | 70 | 101 | 69.3% | 3. DOES NOT MEET 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. | 70 | 87 | 80.5% | 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. | 60 | 68 | 88.2% | 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. | 68 | 70 | 97.1% | 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. | 53 | 54 | 98.2% | 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 2023-2024 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>PLO 1</i> | <i>RES 7110 Week 6 Assignment</i> | <i>Program Chair, Core Faculty, Assessment</i> | <i>In Progress</i> | <i>June 2024</i> |
| <i>Action Details</i> | <i>RES 7110 will be replaced with RES 7120 in the 2023-2024 academic year. The RES 7110 Week 6 Assignment will be replaced with the RES 7120 Final Paper as the direct measure for PLO 1.</i> | | | |
| OUTCOME | MEASURE | KEY/RESPONSIBLE PERSONNEL | STATUS | ANTICIPATED DATE OF COMPLETION |
| <i>PLO 1</i> | <i>RES 8912 Week 6 Assignment</i> | <i>Program Chair, Core Faculty, Assessment</i> | <i>In Progress</i> | <i>June 2024</i> |
| <i>Action Details</i> | <i>There is no data available for the RES 8912 Week 6 Assignment. Once RES 8770 replaces DOC 8770 in the program, the RES 8770 Final Paper will be added as a direct measure.</i> | | | |
| OUTCOME | MEASURE | KEY/RESPONSIBLE PERSONNEL | STATUS | ANTICIPATED DATE OF COMPLETION |
| <i>PLO 3</i> | <i>ORG 8534 Week 4 Assignment and ORG 8534 Week 6 Assignment</i> | <i>Program Chair, Core Faculty, Assessment</i> | <i>Not Started</i> | <i>June 2024</i> |
| <i>Action Details</i> | <i>The acceptable target rate of 70% was not met. The assignments will be reviewed to identify potential areas of difficulty, and revisions will be made based on findings if necessary.</i> | | | |