

**DOCTOR OF PHILOSOPHY IN ORGANIZATIONAL LEADERSHIP & DEVELOPMENT ANNUAL ASSESSMENT PLAN & FINDINGS
2020-2021 ACADEMIC YEAR**

2020 – 2021 CURRICULUM MAP

	PLO 1 Design research studies applicable to individuals, teams and organizations using evidence-based methods and principles of ethical psychological research.	PLO 2 Assess the influence and impact of social, emotional, and cultural dynamics in organizations.	PLO 3 Create evidence-based systems and strategies associated with organizational performance, structure, and development, human performance, behavior and learning, and growth and innovation.	PLO 4 Evaluate concepts, skills, and initiatives that are fundamental to the ethical practice of diverse and multicultural organizations and organizational leaders.	PLO 5 Appraise the complexity of organizational systems and functions as an effective change agent through implementation of evidence-based interventions and psychological research in complex, multicultural teams and organizations.	PLO 6 Assess the impact of organizational policies, practices, strategic initiatives, innovation, and change processes in teams and organizations.	PLO 7 Design appropriate organizational learning and development solutions.	PLO 8 Apply leadership skills appropriate for a variety of complex, multicultural team and organizational settings.
<i>PSY 7512 Psychology of Leadership</i>		I	I	I	I	I		I
<i>RES 7105 Scholarly Argument I</i>	I			I	I			
<i>ORG 8511 Advanced Topics in Performance Management</i>		R	R	I	R	R	R	R
<i>ORG 8510 Advanced Seminar: Leading Organizational Change</i>		I		R	I	I		R
<i>ORG 8518 Professional & Business Ethics in Organizational Leadership</i>		R	R	M	R	R		R
<i>RES 7410 Research Design & Methods – Qualitative</i>	I			R	R			
<i>RES 7400 Research Design & Methods – Quantitative</i>	I			R	R			
<i>RES 7402 Advanced Tests & Measurements</i>	I			R	R			
<i>ORG 7101 Assessment Tools for Organizational Leadership</i>		I	I	R	R	R	I	R

<i>RES 7110 Scholarly Argument II</i>	R			R	R			
<i>RES 7415 Advanced Statistics</i>	R				R			
<i>RES 7440 Advanced Study in Qualitative Research</i>	R			R	R			
<i>DOC 8770 Doctoral Capstone Seminar</i>	R	M	M	M	M	M	M	M
<i>RES 8910 Dissertation Planning I</i>	R				R			
<i>RES 8912 Dissertation Planning II</i>	R			R	R			
<i>RES 8990/8992 Dissertation</i>	M			M	M			

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

ANNUAL ASSESSMENT PLAN FINDINGS					
PLO 1 - Design research studies applicable to individuals, teams and organizations using evidence-based methods and principles of ethical psychological research.					
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 - Approved Letter of Intent (LOI) from RES 8912	80% 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 - Dissertation	80% 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
Indirect Measure – Alumni Survey	80% of students will report high levels (4 or 5 on a five-point scale, where 5 is high) of learning on this outcome.	N/A	N/A	N/A	4. INSUFFICIENT DATA

PLO 2 - Assess the influence and impact of social, emotional, and cultural dynamics in 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
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					4. INSUFFICIENT DATA
Direct Measure - Summative Assessment in ORG 8512	80% 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
Direct Measure - Dissertation	80% 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
Indirect Measure – Alumni Survey	80% of students will report high levels (4 or 5 on a five-point scale, where 5 is high) of learning on this outcome.	N/A	N/A	N/A	4. INSUFFICIENT DATA
PLO 3 - Create evidence-based systems and strategies associated with organizational performance, structure, and development, human performance, behavior and learning, and growth and innovation.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING	TOTAL NUMBER OF STUDENT	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT	ASSESSMENT RESULTS:

		ACCEPTABLE TARGET	RECORDS OBSERVED	RECORDS MEETING ACCEPTABLE TARGET	1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure - Summative Assessment in DOC 8770	80% 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
Direct Measure - Dissertation	80% 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

Indirect Measure – Alumni Survey	80% of students will report high levels (4 or 5 on a five-point scale, where 5 is high) of learning on this outcome.	N/A	N/A	N/A	4. INSUFFICIENT DATA
PLO 4 - Evaluate concepts, skills, and initiatives that are fundamental to the ethical practice of diverse and multicultural organizations and 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 ACCEPTABLE TARGET	1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure - Summative Assessment in ORG 8518	80% 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
Direct Measure - Dissertation	80% of student records will receive a proficient or distinguished evaluation on	N/A	N/A	N/A	4. INSUFFICIENT DATA

	relevant content criteria mapped to this PLO, where the performance levels are Non-Performance, Below Expectations, Basic, Proficient, or Distinguished.				
Indirect Measure – Alumni Survey	80% of students will report high levels (4 or 5 on a five-point scale, where 5 is high) of learning on this outcome.	N/A	N/A	N/A	4. INSUFFICIENT DATA

PLO 5 - Appraise the complexity of organizational systems and functions as an effective change agent through implementation of evidence-based interventions and psychological research in complex, multicultural 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 - Summative Assessment in DOC 8770	80% 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
Direct Measure - Dissertation	80% 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
Indirect Measure – Alumni Survey	80% of students will report high levels (4 or 5 on a five-point scale, where 5 is high) of learning on this outcome.	N/A	N/A	N/A	4. INSUFFICIENT DATA

PLO 6 - Assess the impact of organizational policies, practices, strategic initiatives, 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
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					2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure - Summative Assessment in ORG 8534	80% 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
Direct Measure - Dissertation	80% 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
Indirect Measure – Alumni Survey	80% of students will report high levels (4 or 5 on a five-point scale, where 5 is high) of learning on this outcome.	N/A	N/A	N/A	4. INSUFFICIENT DATA
PLO 7 - Design appropriate organizational learning and development solutions.					

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 - Summative Assessment in ORG 8511	80% 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
Direct Measure - Dissertation	80% 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.				
Indirect Measure – Alumni Survey	80% of students will report high levels (4 or 5 on a five-point scale, where 5 is high) of learning on this outcome.	N/A	N/A	N/A	4. INSUFFICIENT DATA

PLO 8 - Apply leadership skills appropriate for a variety of 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 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 - Summative Assessment in ORG 8615	80% 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
Direct Measure - Dissertation	80% 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
Indirect Measure – Alumni Survey	80% of students will report high levels (4 or 5 on a five-point scale, where 5 is high) of learning on this outcome.	N/A	N/A	N/A	4. INSUFFICIENT DATA

OVERALL RECOMMENDATIONS

****Explanation of course action for intended outcomes not realized:**

ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT				
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>All PLOs</i>		<i>Lead Faculty, Core Faculty, Assessment Specialist</i>	<i>Not Started</i>	<i>March 2022</i>
<i>Action Details</i>	<i>Because the PLOs for the PHD ODL program were revised in 2021, work with Assessment to create a new Assessment Plan for the program.</i>			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>All PLOs</i>		<i>Lead Faculty, Core Faculty</i>	<i>Beginning January 2022</i>	<i>December 2022</i>
<i>Action Details</i>	<i>Revise ORG 7701, ORG 8511, ORG 8512, ORG 8532 to better align with PLOs and update courses with contemporary resources and more rigorous assignments</i>			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>All PLOs</i>		<i>Lead Faculty, Core Faculty</i>	<i>Not Started</i>	<i>December 2022</i>
<i>Action Details</i>	<i>Review and revise as necessary PLO/CLO alignment, given course revisions in 2021 and 2022</i>			
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>Action Details</i>				
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>Action Details</i>				