

2016-2017 Assessment Cycle

Assessment Plan

Measures

MS Leadership Outcome Set

Outcome

WW_MSLD_PO_01

Foundational Core leadership knowledge, competencies, skills, and behaviors. (Foundational)

▼ **Measure:** End of Course Evaluations
Course level; Indirect - Survey

Details/Description: Program administrators and course monitors will review end of course evaluations for qualitative comments and quantitative measures through average scores. The comments will be reviewed to determine if adjustments need to be made to the activities, technologies, or teaching strategies used within the program.

Criterion for Success: Comments will be followed up by reviewing content and determining of remediation is necessary. Reviewers will look at the number of positive and negative comments as well as specific comments to get an accurate description of the course. We will use this as a qualitative assessment to determine if the course is meeting the established course outcomes through extrapolating themes through student comments. Additionally, scores on the quantitative measure should fall within 5% tolerance of the WW mean.

Timeframe of Data Collection: Aug. 2016 - Mar. 2017

Key/Responsible Personnel: Matthew P. Earnhardt, Ph.D.

▼ **Measure:** MSLD 690 Capstone Program Outcome Review
Program level; Direct - Portfolio

Details/Description: MSLD Program administrators and some MSLD faculty will review a sample of activities aligned to the program outcome. The review will encompass a review of student assignments for MSLD 690 (Capstone course). The purpose of the review will be to conduct a qualitative assessment of themes related to the program outcome and ensure that the program is reaching its intended goals.

Criterion for Success: The criteria for success will be that the themes identified through the student's work are identifiable with the program outcome. This will show that the program outcome has had the desired effect throughout the program. We will use the capstone-grading rubric and will have success at 80% or better.

Timeframe of Data Collection: Aug. 2016 - Mar. 2017

Key/Responsible Personnel: Matthew P. Earnhardt, Ph.D.

▼ **Measure:** Program Data
Program level; Indirect - Other

Details/Description: During the assessment period, the MSLD assessment coordinator and department chair will collect measurable data on retention/attrition rates, graduation rates, employability, etc. to determine if the program outcomes are succeeding in meeting the student's needs.

Criterion for Success: Given the recommended course of study 80% of students should be graduating within three years of the beginning of the program. Additionally, retention rates should be 70% or better and attrition rates should be less than 30% within the program. Finally, employability will be that 100% of students with full-time employment within six months of graduating.

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WW_MSLD_PO_02

Personal Transformation and Mastery Self-awareness as a leader and a scalable framework to evaluate, assess, and renew leadership competencies. (Personal Transformation and Mastery)

▼ Measure: End of Course Evaluations Course level; Indirect - Survey

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Timeframe of Data Collection: Aug. 2016 - Mar. 2017

Key/Responsible Personnel: Matthew P. Earnhardt, Ph.D.

▼ Measure: MSLD 690 Capstone Program Outcome Review Program level; Direct - Portfolio

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▼ Measure: Program Data Program level; Indirect - Other

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WW_MSLD_PO_03

Group Transformation:

The capacities to coach, mentor, and engage the leadership capacities of others to create high-performance teams. (Group Transformation)

▼ Measure: End of Course Evaluations Course level; Indirect - Survey

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WW_MSLD_PO_04

Organizational Transformation and Development Tools, techniques, and theories to diagnose organizational issues, plan effective organizational interventions and evaluate the effectiveness of organizational transformation efforts. (Organizational Transformation and Development)

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WW_MSLD_PO_05

Organizational Context
Portable ability to apply leadership concepts and practices at different organizational levels and within diverse functional or organizational environments.
(Organizational Context)

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WW_MSLD_PO_06

Business Administration and Leadership Sense
Making Critical understanding of how to evaluate personal experiences, prior knowledge and coursework,

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and organizational events within a business and leadership context (Business Administration and Leadership Sense Making)

Criterion for Success: Comments will be followed up by reviewing content and determining of remediation is necessary. Reviewers will look at the number of positive and negative comments as well as specific comments to get an accurate description of the course. We will use this as a qualitative assessment to determine if the course is meeting the established course outcomes through extrapolating themes through student comments. Additionally, scores on the quantitative measure should fall within 5% tolerance of the WW mean.

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