

Program Name: Leadership and Organizational Behavior

Department: NA

Degree or Certificate Level: BA

College/School: School for Professional Studies

Date (Month/Year): September 2023

Assessment Contact: Katie Devany

In what year was the data upon which this report is based collected? 2022-2023

In what year was the program's assessment plan most recently reviewed/updated? 2022

Is this program accredited by an external program/disciplinary/specialized accrediting organization or subject to state/licensure requirements? No

If yes, please share how this affects the program's assessment process (e.g., number of learning outcomes assessed, mandated exams or other assessment methods, schedule or timing of assessment, etc.):

Which of the program's student learning outcomes were assessed in this annual assessment cycle? (Please provide the complete list of the program's learning outcome statements and the SLOs assessed in this cycle.)

Student LO #1: Analyze data to formulate evidence-based decisions.

Student LO #4: Apply leadership principles in multiple contexts.

Which artifacts of student learning were used to determine if students achieved the outcome(s)? Please describe the artifacts in detail, identify the course(s) in which they were collected, and if they are from program majors/graduates and/or other students. Clarify if any such courses were offered a) online, b) at the Madrid campus, or c) at any other off-campus location.

ORLD 2000 – Executive Summary Presentation

- The Executive Summary Presentation is the final component of a three-paper series in which students describe their selection process for the company they studied. The presentation also includes the following components: a SWOT analysis, highlights of the company research, a recommendation for investment in the company, a reflection of what the student learned through the research process, lessons learned

explanations. The operating budget, income statement, and variance report will be included in the portfolio.

ORLD 2700 - Human Resources Organizational Assessment

- This project will allow students to conduct in-depth research in the area of human resource management (HRM) and apply HRM theory and research to a Fortune 500 organization. Students will select one HR functional area and will then write a paper based on the selected functional area and Fortune 500 organization that includes: 1. What are the trends, activity, and focus of that organization in the functional area selected by the student? 2. What competition, barriers, distractions, strategic disadvantages, etc. does this organization have in regard to its main competitors in this functional area? 3. What recommendations would the student give to the organization to create strategic and competitive advantages in this functional area?

ORLD 4800 – Leadership and Organizational Behavior Analysis Project

- The final project is the key component of this course. In it, you demonstrate your understanding of the fundamental Leadership and Organizational Behavior concepts you have learned during your program of study, through applying them to:
 - The identification of a problem that is relevant in an organizational context.
 - The identification criteria that is associated with assessing the quality of alternative solutions to the problem.
 - Providing a description of one or more alternative solutions to the problem.
 - Creating a design document, policy or procedure, or a mockup of the solution that you propose for solving the problem.

ORLD 1800 – Case Study Paper

- Students assume the role of an organizational consultant. The goal is to improve organizational performance by helping leaders address the "people" issues (the OB issues!). Students will examine a case study and develop recommendations for the organization to address the problems identified. Students will create an action plan and make a one-minute video highlighting urgent steps that the executive board should take.

ORLD 3300 – Community Improvement Proposal Paper

- Each student will write an 8 (full) page to 10-page Community Improvement Proposal Paper. Two of the pages may include visuals such as graphs, charts, etc. The rubric will include some points for visual appeal, so do use visual content; just don't overdo it. In addition to the research on the group document, students will need to add further research of their own to complete the paper. Imagine that you have been tasked with presenting a proposal on behalf of your team to the Saint Louis City Council that suggests an improvement plan addressing mental health service needs, especially post-COVID. The paper must be formatted using headers for the 5 sections (requiring at least 3 sources each) that are outlined in the Group Research document, with an introduction and conclusion. In addition, a title page, in-text citations and reference list in APA style are required. Please read the attached guidelines and rubric carefully.

ORLD 4000 - Global leadership analysis presentation

- The final project of the course is a presentation of the country you have selected specifically highlighting (a) historical and cultural context, (b) organizational norms related to leadership practices, and (c) individual insight (gleaned from cultural assessments) for delivering effective cross-cultural interaction. In other words, the presentation should resemble a white paper which summarizes primary influences on leadership within your country and ways in which leaders can increase global mindfulness further enhancing global competences.

ORLD 4800 - Leadership and Organizational Behavior Analysis Project

- The final project is the key component of this course. In it, you demonstrate your understanding of the fundamental Leadership and Organizational Behavior concepts you have learned during your program of study, through applying them to:
 - The identification of a problem that is relevant in an organizational context.

Changes to the Curriculum or Pedagogies

Course content
Teaching techniques
Improvements in technology
Prerequisites

Course sequence
New courses
Deletion of courses
Changes in frequency or scheduling of course offerings

Changes to the Assessment Plan

Student learning outcomes
Artifacts of student learning
Evaluation process

Evaluation tools (e.g., rubrics)
Data collection methods
Frequency of data collection

Please describe the actions you are taking as a result of these findings.

As a faculty group in SPS we do not find the embedded learning outcomes in Canvas to be a beneficial tool for assessment. We are shifting back to a previous method of assessment in which a survey will be sent following each 8-week term to all instructors. The survey captures both quantitative and qualitative information about the learning outcomes and the course in general. We have found this method to be far more helpful in assessing current outcomes when used in previous years as well as informing changes to individual courses. We are looking forward to implementing the new assessment strategy this academic year.

The program director will also be working with the course instructors to review the results and discuss applicable changes to the course for the next iteration. Among these will be changes to some course content related to the artifacts to ensure better alignment with the learning outcome(s).

If no changes are being made, please explain why.

ORLD 3800 Presentation Rubric

Criteria	Ratings	Pts
Presentation Content: Strategy and/or Strategic Planning Recommendations	3 to >2.0 pts	

ORLD 3800 Presentation Rubric

Criteria	Ratings	Pts
-----------------	----------------	------------

ORLD 3800 Presentation Rubric

Criteria	Ratings	Pts
-----------------	----------------	------------

Slide Quality

<p>3 to >2.0 pts Exceptional Presentation slides were visually attractive, creative and interesting; slides contained the appropriate amount of text using a readable font size; tables and figures were clearly visible</p>	<p>2 to >1.0 pts Meets Expectations Presentation slides were not visually attractive, creative and/or interesting; and/or slides did not contain the appropriate amount of text or font size; and/or tables and figures were blurry</p>	<p>1 to >0 pts Needs Improvement Presentation slides were not visually attractive, creative and/or interesting; and slides did not contain the appropriate amount of text or font size; and tables and figures were blurry</p>
---	--	---

ORLD 3800 Presentation Rubric

Criteria	Ratings	Pts
-----------------	----------------	------------

APA Style and Citations

3 to >2.0 pts
Exceptional
Presentation slides were free of APA errors;

ORLD 4000 Final Presentation Rubric

Criteria	Ratings	Pts
----------	---------	-----

Presentation Quality

<p>10 to >6.0 pts Exceptional Presentation recording was good quality in a format easy to use by the viewer; presentation was well-rehearsed and flows well; the pace and tone of the presenter were appropriate; length of presentation was 12-15 minutes</p>	<p>6 to >2.0 pts Meets Expectations Presentation recording was poor quality; and/or format was not easy to use by the viewer; and/or presentation was not well-rehearsed and did not flow well; and/or the pace and tone of the presenter were not appropriate; and/or length of presentation was not within 12-15 minutes</p>	<p>2 to >0 pts Needs Improvement Presentation recording was poor quality; and/or format was not easy to use by the viewer; and presentation was not well-rehearsed and did not flow well; and the pace and tone of the presenter were not appropriate; and/or length of presentation was not within 12-15 minutes</p>
---	---	--

10 pts

ORLD 4000 Final Presentation Rubric

Criteria	Ratings			Pts
Support, analysis, and critical thinking	10 to >6.0 pts Exceptional Critically analyzed and applied the course readings, and external sources with at least 5 direct/indirect citations.	6 to >2.0 pts Meets Expectations Failed to critically analyze and/or apply course readings; and/or relied heavily on personal examples or poorly supported evidence; and/or made 3-4 direct/indirect citations	2 to >0 pts Needs Improvement Failed to critically analyze and/or apply the course readings; and relied heavily on personal examples or poorly supported evidence; and made 0-2 direct/indirect citations	10 pts
APA Style and Citations	10 to >6.0 pts Exceptional Presentation slides were free of APA errors; accurately used citations (direct and indirect quotes)	6 to >2.0 pts Meets Expectations Presentation slides had some APA errors; and/or did not accurately use citations (direct and indirect quotes)	2 to >0 pts Needs Improvement Presentation slides had numerous APA errors; and did not accurately use citations (direct and indirect quotes)	10 pts
Total Points: 100				