SAINT LOUIS UNIVERSITY.

Program-Level Assessment: Annual Report

Program: **Organizational Leadership and Technology**	Department: **NA**
Degree or Certificate Level: **UG Major**	College/School: **School for Professional Studies**
Date (Month/Year): **May 2020**	Primary Assessment Contact:
In what year was the data upon which this report is based collected? **2019-2020**	
In what year was the program's assessment plan most recently reviewed/updated? **2020**	

1. Student Learning Outcomes
Which of the program's student learning outcomes were assessed in this annual assessment cycle?

The following student learning outcomes were assessed:

- Student LO #3: Analyze the local and global impact of computing on individuals, organizations, and society.
- Student LO #4: Describe the role of ethics in decision-making in multicultural, professional organizations.

2. Assessment Methods: Student Artifacts
Which student artifacts were used to determine if students achieved this outcome? Please identify the course(s) in which these artifacts were collected. Clarify if any such courses were offered a) online, b) at the Madrid campus, or c) at any other off-campus location.

Student LO #3 Artifacts
- CIS 1300 (Online)
- CIS 3150 (Online)

Student LO # 4 Artifacts
- ORLD 1000 (Online) – Leadership Development Plan
- ORLD 1800 (Online) – Case Study Assessment
- ORLD 3300 (Online) – Applied Organizational Analysis
- CIS 3150 (Online) -
- ORLD 3800 (Online) – Organizational Assessment Final Project
- ORLD 4000 (Not offered this AY)

3. Assessment Methods: Evaluation Process
What process was used to evaluate the student artifacts, and by whom? Please identify the tools(s) (e.g., a rubric) used in the process and include them in/with this report.

An assessment survey (included with this report) was completed by each instructor at the end of the course in which this program learning outcome exists. This survey inquired about: A) Specific artifact(s) used to demonstrate achievement, B) Strengths/weakness in student performance towards this outcome, C) Number of students who achieved/partially achieved/not achieved the outcome, D) Suggestions on potential changes to the curriculum/pedagogies/artifacts/assessment methods. The survey was reviewed by the Program Director following the conclusion of each term. Individual assignment rubrics were also used to assess the artifacts.

4. Data/Results

What were the results of the assessment of the learning outcomes? Please be specific. Does achievement differ by teaching modality (e.g., online vs. face-to-face) or on-ground location (e.g., STL campus, Madrid campus, other off-campus site)?

As all courses are taught online through the main SLU campus no difference can be derived based on modality or location. The results of the assessment for each learning outcome is presented below.

LO #3: The majority of students (___) successfully demonstrated the objective, __ partially demonstrated the objective, and ___ did not demonstrate the objective as assessed through completion of the related artifacts.

LO #4: The majority of students (76%) successfully demonstrated the objective, 16% partially demonstrated the objective, and 8% not demonstrate the objective as assessed through completion of the related artifacts.

5. Findings: Interpretations & Conclusions

What have you learned from these results? What does the data tell you?

LO #3:

LO #4:

The data from ORLD 1000 indicated that several students seemed "intimidated" by the assignment and requested to view a template. In future terms, guidelines and expectations will be more streamlined as well as multiple examples of templates that students have used in the past to deliver the learning development plan. This approach still requires current students to think and choose among options and indicate why that approach was best for them.

The data from ORLD 1800 indicated that students were able to identify a main Organizational Behavior issue. And they came up with a plan to implement the decision. Finally, they communicated their action plan via video. However, not every student was able to confidently deliver a video message or use proper business attire for the video presentation. Thus, it is recommended that a tutorial be created regarding how to effectively and confidently deliver a message via vide as well as tips for recording excellent business videos.

The data was ORLD 3300 was positive in that the artifact gave students an opportunity to apply each week's learning directly to real organizational situations. Students excelled with this exercise and their work was insightful and impressive.

Data from ORLD 3800 concluded that inclusion and relevant application of course content was evident in the presentations which served as the culminating product from a series of four written assignments that were submitted throughout the term. While some students struggled with applying proper APA formatting throughout the term, this competency was well honed by the final presentation (artifact).

6. Closing the Loop: Dissemination and Use of Current Assessment Findings

A. When and how did your program faculty share and discuss these results and findings from this cycle of assessment?

As the assessment cycle has just ended, the results will be disseminated to all faculty at the beginning of the next academic year, Fall 2020, for review and assessment.

B. How specifically have you decided to use findings to improve teaching and learning in your program? For example, perhaps you've initiated one or more of the following:

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 • Student artifacts collected • 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 the findings.

> The program directors will be working with the course instructors to review the results and discuss applicable changes to the course for the next iteration.

If no changes are being made, please explain why.

>

7. **Closing the Loop: Review of _Previous_ Assessment Findings and Changes**
   A. What is at least one change your program has implemented in recent years as a result of assessment data?

   > This program has been recently revised; this is the first assessment cycle.

   B. How has this change/have these changes been assessed?

   > Any changes will be assessed in coordination with both subject matter experts and full-time faculty.

   C. What were the findings of the assessment?

   > This program has been recently revised; this is the first assessment cycle.

   D. How do you plan to (continue to) use this information moving forward?

   > We will continue to follow the steps in the assessment plan to ensure learning objectives remain relative and accurately assess student learning.

IMPORTANT: Please submit any assessment tools and/or revised/updated assessment plans along with this report.

The assessment tool is attached below for further review.