SAINT LOUIS UNIVERSITY.

Program Assessment: *Annual Report*

Program(s): MA Leadership and Organizational Development

Department:

College/School: School from Professional Studies

Date: April 2018

Primary Assessment Contact: Steven Winton, PhD

1. Which program student learning outcomes were assessed in this annual assessment cycle?

> The MA LOD program went through academic program review in 2016-2017. The review process helped inform curriculum changes, as well as a revised set of learning outcomes:
>   1. Apply organizational development theory in intervention design.
>   2. Assess evidence to draw reasoned, ethical conclusions.
>   3. Apply leadership competencies appropriate for a given situation or context.
>   4. Utilize effective discipline-specific argumentation skills.
>
> These changes were approved by the SPS curriculum committee and presented to GAAC in spring of 2017. The changes were instituted in fall of 2017. In addition, the program started a new, more robust process to assess the revised curriculum.
>
> For the 4 MA LOD Learning Outcomes, we will assess LO's 1 and 3 in odd years, with follow-up assessment of changes conducted in even years. LO's 2 and 4 will be assessed in even years, with follow-up assessment of changes conducted in odd years.

2. What data/artifacts of student learning were collected for each assessed outcome? Were Madrid student artifacts included?

> For formative assessment, a survey is completed by each instructor at the end of each course. The assessment inquires about specific artifacts created in class and will assess competency in this area and potential opportunities for improvement. For summative assessment, faculty assess each student's performance for all of the learning outcomes at the conclusion of the capstone. A student assessment of learning outcomes is also completed by students at end of degree.

3. How did you analyze the assessment data? What was the process? Who was involved?
   NOTE: If you used rubrics as part of your analysis, please include them in an appendix.

> We will begin analyzing the new assessment data during the 2018-19 academic year after we have a full year of data. Exit survey data from the previous curriculum indicates that students agreed the program helped them "develop significantly" in each of the previous 12 competency (learning outcome) areas (overall mean = 3.68, on a scale of 1 (The program has not helped me develop in this area as yet) to 4 (The program has helped me develop significantly in this area so far). In addition, reviews of capstone projects by the faculty who have overseen said projects indicate that students are successfully demonstrating the learning outcomes required for those projects.

4. What did you learn from the data? <u>Summarize</u> the major findings of your analysis for each assessed outcome.
    NOTE: If necessary, include any tables, charts, or graphs in an appendix.

    > We will be analyzing assessment data from this new process, for the new curriculum, for the first time in the academic year 2018-19.

5. How did your analysis inform meaningful change? How did you *use the analyzed data to make or implement recommendations for change* in pedagogy, curriculum design, or your assessment plan?

    > To inform the recent curricular changes, we analyzed data from the exit survey of our graduating students, along with the end-of-course evaluations, anecdotal data collected via the program director's annual evaluations of the students, reviews of capstone projects, program director's research of the market .and formal and informal meetings with the students. Additionally, external reviewers provided reports that informed curricular and course-level improvements.

6. Did you follow up ("close the loop") on past assessment work? If so, what did you learn? *(For example, has that curriculum change you made two years ago manifested in improved student learning today, as evidenced in your recent assessment data and analysis?)*

    > We do not have enough data, given the recent changes, to make any conclusions.

IMPORTANT: Please submit any <u>revised/updated assessment plans</u> to the University Assessment Coordinator along with this report.