Neumann University Program Assessment Plan Program Name: Business & Organizational Leadership, MS Submitted by: Sam L

Submitted by: Sam Lemon 3-Year Cycle Span: AY 21-22 to 23-24 **School of Business** 

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|---------------------------------|------------------------------------|-----------------------------------|---|--------------------------------|--------------------------------|--|
| <b>Student Learning</b>         | LO 1                               | LO 2                              | LO 3  | LO 4                           | LO 5                           |  |
| Outcome                         | Apply the theories of              | Analyze public policy and         | Articulate the principles of                | Compose, Construct, or         | Demonstrate their personal     |  |
| Upon successful                 | organizational and                 | legal issues in today's global    | the Catholic Franciscan                     | Create their personal          | philosophy of leadership in    |  |
| completion of the               | strategic leadership to            | society                           | Tradition, with a particular                | philosophy of leadership       | groups in ways that reflect    |  |
| Organizational &                | life and work situations.          | 1                                 | focus on how those                          | and explain how it applies     | applicable theories of         |  |
| Strategic                       | '                                  | 1                                 | principles are applied to                   | to the theories of             | organizational and             |  |
| Leadership                      | '                                  | 1                                 | strategic leadership issues.                | organizational and             | strategic leadership.          |  |
| Master's Program,               | '                                  | 1                                 | 1   | strategic leadership.          | 1                              |  |
| the student will:               | Bloom: Apply, Synthesize,          | Bloom: Analyze,                   | Bloom: Apply, Synthesize,                   | Bloom: Know, Synthesize,       | Bloom: Apply, Synthesize,      |  |
| '                               | & Evaluate                         | Synthesize, Evaluate              | thesize, Evaluate Evaluate                  |                                | Evaluate                       |  |
| Related IDEA                    | IDEA Objectives                    | IDEA Objectives                   | IDEA Objectives                             | Evaluate  IDEA Objectives      | IDEA Objectives                |  |
| Objective(s):                   | 2. Learning fundamental            | 11. Learning to analyze and       | 10. Developing a clearer                    | 8. Developing skill in         | 5. Acquiring skills in working |  |
| 0.0,000                         | principles, generalizations, and   | critically evaluate ideas,        | understanding of, and                       | expressing myself orally or in | with others as a member of a   |  |
| 1                               | theories.                          | arguments, and points of view.    | commitment to, personal                     | writing. (OSL-510, OSL-600)    | team.                          |  |
| 1                               | OSL-500                            | OSL-510                           | values.                                     |                                | 12. Acquiring an interest in   |  |
| '                               | OSL-520                            | OSL-560                           | OSL-540                                     |                                |                                |  |
| '                               | OSL-540                            | OSL-600                           | OSL-600 understanding of, and               |                                | learning more by asking my     |  |
| '                               | E: 3, 8, 11                        | E: 3, 8, 11                       | E: 3, 8, 11 commitment to, personal values. |                                | own questions and seeking      |  |
| 1                               | I: 1, 4                            | I: 1, 4                           | I: 1, 4                                     | values.<br>OSL-510             | answers.<br>OSL-570            |  |
| '                               | '                                  | 1                                 | 1   | OSL-510<br>OSL-600             | E: 3, 8, 11                    |  |
| 1                               | '                                  | 1                                 | 1   | E: 3, 8, 11                    | I: 1, 4                        |  |
|                                 |                                    |                                   |   | I: 1, 4                        |                                |  |
| Course Mapping:                 | Formative:                         | Formative:                        | Formative:                                  | Formative:                     | Formative:                     |  |
|                                 | OSL-500                            | OSL- 560                          | OSL-540:                                    | OSL-510                        | OSL-570                        |  |
| '                               | Summative:                         | Summative:                        | Summative:                                  | Summative:                     | Summative:                     |  |
|                                 | OSL-520, 530 and 540               | OSL-600:                          | OSL-540 and 600                             | OSL-600                        | OSL-570                        |  |
| Academic Year for<br>Assessment | 2021-2022                          | 2022-2023                         | 2022-2023                                   | 2023-2024                      | 2023-2024                      |  |
| Formative                       | OSL-500: Individual                | OSL-550: Business Plan            | OSL-540:                                    | OSL-510:                       | OSL-570:                       |  |
| Assessment                      | Reflective Portfolio               | – 90% of students will score      | Individual Reflective                       | Case Study of exemplary        | Group Leadership Group         |  |
| '                               | – 90% of students will score       | as "Accomplished" or better       | <b>Portfolio</b> – 90% of students          | leadership – 90% of            | <b>Presentation</b> – 90% of   |  |
| '                               | as "Accomplished" or better        | on the rubric.                    | will score as Accomplished"                 | students will score as         | students will score as         |  |
| '                               | on the rubric.                     | 1                                 | or better on the rubric.                    | "Accomplished" or better       | "Accomplished" or better       |  |
| '                               | '                                  | 1                                 | 1   | on the rubric.                 | on the rubric.                 |  |
| '                               | OSL-530: Service Project           | OSL-560:                          | 1   |                                |                                |  |
| '                               | <b>Portfolio</b> – 90% of students | Public Policy Brief 90%           | 1   | 1                              | 1                              |  |
|                                 | will score as                      | core as of students will score as |   |                                |                                |  |
|                                 | Will score as                      | of students will score as         |   |                                |                                |  |

Neumann University Program Assessment Plan

| Student Learning Outcome Upon successful completion of the Organizational & Strategic Leadership Master's Program, the student will: | LO 1 Apply the theories of organizational and strategic leadership to life and work situations.  | LO 2 Analyze public policy and legal issues in today's global society   | LO 3 Articulate the principles of the Catholic Franciscan Tradition, with a particular focus on how those principles are applied to strategic leadership issues.  Bloom: Apply, Synthesize,  | LO 4 Compose, Construct, or Create their personal philosophy of leadership and explain how it applies to the theories of organizational and strategic leadership.  | LO 5 Demonstrate their personal philosophy of leadership in groups in ways that reflect applicable theories of organizational and strategic leadership.                     |
|--|--|---|--|--|---|
| the student win.   | Bloom: Apply, Synthesize, & Evaluate   | Bloom: Analyze,<br>Synthesize, Evaluate   | Evaluate Evaluate  | Bloom: Know, Synthesize,<br>Evaluate   | Bloom: Apply, Synthesize,<br>Evaluate   |
| Formative  | "Accomplished" or better on the rubric.  | "Accomplished" or better on the rubric.   |  |  |   |
| Assessment (continued)   | OSL-580: Knowledge Management Plan – 90% of students will score as "Accomplished" or better on the rubric.   |   |  |  |   |
| Summative<br>Assessment  | OSL-520: Capstone Research Proposal Draft 90% of the students will be noted as "Accomplished," with 40% of the students reaching the "Mastery" level according to the Rubrics  OSL-540: Research paper 90% of the students will be noted as "Accomplished," with 40% of the students reaching the "Mastery" level according to the Rubrics | OSL-600: Comprehensive Capstone Research Paper and PowerPoint 90% of the students will be noted as "Accomplished," with 40% of the students reaching the "Mastery" level according to the Rubrics | OSL-540: The Individual Reflective Portfolio 90% of the students will be noted as "Accomplished," with 40% of the students reaching the "Mastery" level according to the Rubrics  OSL-600: Final Capstone Project (Paper and Presentation) 90% of the students will be noted as "Accomplished," with 40% of the students reaching the "Mastery" level according to the Rubrics "Mastery" according to the Rubrics. | OSL-600: Final Capstone Project - organizational and strategic leadership. 90% of the students will be noted as "Accomplished," with 40% of the students reaching the "Mastery" level according to the Rubrics | OSL-570: Final Group Leadership Project 90% of the students will be noted as "Accomplished," with 40% of the students reaching the "Mastery" level according to the Rubrics |
| Indirect Evidence  | In the courses where the IDEA objective is noted as Essential or Important, at   | In the courses where the IDEA objective is noted as Essential or Important, at  | In the courses where the IDEA objective is noted as Essential or Important, at   | In the courses where the IDEA objective is noted as Essential or Important, at   | In the courses where the IDEA objective is noted as Essential or Important, at  |

Neumann University Program Assessment Plan

| <b>Student Learning</b> | LO 1                                     | LO 2  | LO 3                         | LO 4                       | LO 5                        |  |
|-------------------------|--|---|------------------------------|----------------------------|-----------------------------|--|
| Outcome                 | Apply the theories of                    | Analyze public policy and                     | Articulate the principles of | Compose, Construct, or     | Demonstrate their personal  |  |
| Upon successful         |  |   | the Catholic Franciscan      | Create their personal      | philosophy of leadership in |  |
| completion of the       |  |   | Tradition, with a particular | philosophy of leadership   | groups in ways that reflect |  |
| Organizational &        | ganizational & life and work situations. |   | focus on how those           | and explain how it applies | applicable theories of      |  |
| Strategic               |  | principles are applied to                     | to the theories of           | organizational and         |                             |  |
| Leadership              | <u> </u>                                 |   | strategic leadership issues. | organizational and         | strategic leadership.       |  |
| Master's Program,       |  | Bloom: Analyze,                               |                              | strategic leadership.      |                             |  |
| the student will:       | Bloom: Apply, Synthesize,                |   | Bloom: Apply, Synthesize,    | Bloom: Know, Synthesize,   | Bloom: Apply, Synthesize,   |  |
|                         | & Evaluate                               | Synthesize, Evaluate                          | Evaluate                     | Evaluate                   | Evaluate                    |  |
|                         | least, at least 70% of the               | least, at least 70% of the                    | least, at least 70% of the   | least, at least 70% of the | least, at least 70% of the  |  |
|                         | students will rate their                 | students will rate their progress on relevant | students will rate their     | students will rate their   | students will rate their    |  |
|                         | progress on relevant                     |   | progress on relevant         | progress on relevant       | progress on relevant        |  |
|                         | objectives as 4 or 5.                    | objectives as 4 or 5.                         | objectives as 4 or 5.        | objectives as 4 or 5.      | objectives as 4 or 5.       |  |

## Neumann University Program Assessment Plan OSL Master's Program Course List and Corresponding Assessments

|           | OSL-500:<br>The<br>Challenges<br>of<br>Leadership | OSL-510:<br>Leadership<br>Research &<br>Evaluation | OSL-520:<br>Effective<br>Leadership<br>& Change<br>Management  | OSL-530:<br>Strategic<br>Planning &<br>Systems<br>Thinking | OSL-540:<br>Social &<br>Ethical<br>Responsibilit<br>y of<br>Leadership | OSL-550:<br>Fiscal<br>Planning for<br>Effective<br>Leadership | OSL-560:<br>Legal Issues<br>& Public<br>Policy | OSL-570:<br>Group<br>Leadership                       | OSL-580:<br>Knowledge<br>Management | OSL-600:<br>Capstone<br>Seminar   |
|-----------|---|--|--|--|--|---|--|---|-------------------------------------|---|
| Formative | Individual<br>Reflective<br>Portfolio<br>(LO1)    | Case Study<br>of exemplary<br>leadership<br>(LO4)  | NA   | : Service<br>Project<br>Portfolio                          | Individual<br>Reflective<br>Portfolio<br>(LO3)                         | Business<br>Plan  | Public Policy<br>Brief<br>(LO2)                | Group<br>Leadership<br>Group<br>Presentation<br>(LO5) | : Knowledge<br>Management<br>Plan   |   |
| Summative | NA  | NA   | OSL-520:<br>Capstone<br>Research<br>Proposal<br>Draft<br>(LO1) | NA   | OSL-540:<br>The<br>Individual<br>Reflective<br>Portfolio<br>(LO 3)     | NA  | NA   | OSL-570:<br>Final<br>Capstone<br>Project<br>(LO5)     | NA                                  | OSL-600:<br>Comprehens<br>ive Capstone<br>Research<br>Paper and<br>PowerPoint<br>(LO 2, 3 and<br>4) |
| Indirect  | IDEA  | IDEA   | IDEA   | IDEA   | IDEA   | IDEA  | IDEA   | IDEA  | IDEA                                | IDEA  |