

## Neumann University Program Assessment Plan

**Program: Organizational Studies**

**Division: Continuing Adult and Professional Studies**

**Submitted by: Jilian Donnelly**

**3-Year Cycle Span: AY 18--19 to AY 20--21**

<b>Student Learning Outcome</b>	<b>LO 1</b> Demonstrate ability to think critically and creatively in organizational problem-solving  <b>Bloom: Apply</b>	<b>LO 2</b> Demonstrate effective presentational and communication skills  <b>Bloom: Apply</b>	<b>LO 3</b> Identify and describe key functions and competencies to be effective in today's workforce.  <b>Bloom: Apply</b>	<b>LO 4</b> Utilize effective writing and oral communication skills.  <b>Bloom: Apply</b>	<b>LO 5</b> Describe organizational dynamics through multiple perspectives.  <b>Bloom: Apply</b>
<b>Core Learning Outcome(s) :</b>	Comprehension: Analyze and solve complex problems.	Communication: Express ideas clearly and effectively in spoken and written form; use technology competently; access, evaluation, cite and credit information using accepted conventions.	Comprehension: Analyze and solve complex problems.	Communication: Express ideas clearly and effectively in spoken and written form; use technology competently; access, evaluation, cite and credit information using accepted conventions.	Compassion: Engage as responsible members and leaders of diverse groups; exercise ethical decision making, informed by the Catholic, Franciscan tradition, in a variety of settings Conscience: Honor the worth and dignity of each person; interact respectfully in the local and global community.
<b>Course Mapping:</b>	<u>IDEA Objectives:</u> <b>3. Learning to apply course material</b> (OSBUS 220, OSBUS 300, OSBUS 320, OSBUS 340, OSBUS 400, OSINT 400)  <b>3. Learning to apply course material</b> (OSBUS 220, OSBUS 300, OSBUS 320, OSBUS 340, OSBUS 400, OSINT 400)  <b>9. Learning how to find, evaluate, and use resources to explore a topic in depth</b> (OSBUS 220, OSBUS 300, OSBUS 320, OSBUS 340, OSBUS 400, OSINT 400)  <b>11. Learning to analyze and critically evaluate ideas, arguments, and points of view</b>	<u>IDEA Objectives:</u> <b>1. Gaining a basic understanding of the subject</b> (LSENG 190, OSBUS 220, OSBUS 300, OSBUS 320, OSBUS 340, OSBUS 400, OSINT 400)  <b>8. Developing skill in expressing oneself orally and in writing</b> (LSENG 190, OSBUS 220, OSBUS 300, OSBUS 320, OSBUS 340, OSBUS 400, OSINT 400)  <b>11. Learning to analyze and critically evaluate ideas, arguments, and points of view</b> (LSENG 190, OSBUS 220, OSBUS 300, OSBUS 320, OSBUS 340, OSBUS 400, OSINT 400)	<u>IDEA Objectives:</u> <b>1. Gaining a basic understanding of the subject</b> (OSBUS 220, OSBUS 300, OSBUS 320, OSBUS 340, OSBUS 400, OSINT 400)  <b>3. Learning to apply course material</b> (OSBUS 220, OSBUS 300, OSBUS 320, OSBUS 340, OSBUS 400, OSINT 400)  <b>4. Developing specific skills, competencies, and points of view needed by professionals in the field most closely related to this course</b> (OSBUS 220, OSBUS 300, OSBUS 320, OSBUS 340, OSBUS 400, OSINT 400)	<u>IDEA Objectives:</u> <b>1. Gaining a basic understanding of the subject</b> (LSENG 190, OSBUS 200, OSTHE 200, OSBUS 220, OSBUS 300, OSBUS 320, OSBUS 340, OSBUS 400, OSINT 400)  <b>3. Learning to apply course material</b> ((LSENG 190, OSBUS 200, OSTHE 200, OSBUS 220, OSBUS 300, OSBUS 320, OSBUS 340, OSBUS 400, OSINT 400)  <b>4. Developing specific skills, competencies, and points of view needed by professionals in the field most closely related to this course</b> (LSENG 190, OSBUS 220, OSBUS 300, OSBUS 320, OSBUS 340, OSBUS 400, OSINT 400)	<u>IDEA Objectives:</u> <b>1. Gaining a basic understanding of the subject</b> (OSBUS 230, OSTHE 200)  <b>2. Developing knowledge and understanding of diverse perspectives, global awareness, or other cultures</b> (OSBUS 230, OSTHE 200)  <b>10. Developing ethical reasoning and/or ethical decision making</b> (OSBUS 230, OSTHE 200)  <b>12. Learning to apply knowledge and skills to benefit others or serve the public good</b> (OSBUS 230, OSTHE 200)

<b>Student Learning Outcome</b>	<b>LO 1</b> Demonstrate ability to think critically and creatively in organizational problem-solving  <b>Bloom: Apply</b>	<b>LO 2</b> Demonstrate effective presentational and communication skills  <b>Bloom: Apply</b>	<b>LO 3</b> Identify and describe key functions and competencies to be effective in today's workforce.  <b>Bloom: Apply</b>	<b>LO 4</b> Utilize effective writing and oral communication skills.  <b>Bloom: Apply</b>	<b>LO 5</b> Describe organizational dynamics through multiple perspectives.  <b>Bloom: Apply</b>
	(OSBUS 220, OSBUS 300, OSBUS 320, OSBUS 340, OSBUS 400, OSINT 400)		<b>11. Learning to analyze and critically evaluate ideas, arguments, and points of view</b> (OSBUS 220, OSBUS 300, OSBUS 320, OSBUS 340, OSBUS 400, OSINT 400)	<b>8. Developing skill in expressing oneself orally and in writing</b> (LSENG 190, OSBUS 220, OSBUS 300, OSBUS 320, OSBUS 340, OSBUS 400, OSINT 400)	
<b>Academic Year for Assessment</b>	<b>2018-2019</b>	<b>2019-2020</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2020-2021</b>
<b>Formative Assessment</b>	OSBUS 220: Final Project 90% of students will meet the level of "Accomplished" or higher on the <i>Inquiry and Analysis</i> and <i>Integrated Learning</i> sections of the common <i>Final Project Rubric</i>  OSBUS 300: Final Project 90% of students will meet the level of "Accomplished" or higher on the <i>Inquiry and Analysis</i> and <i>Integrated Learning</i> sections of the common <i>Final Project Rubric</i>  OSBUS 320: Final Project 90% of students will meet the level of "Accomplished" or higher on the <i>Inquiry and Analysis</i> and <i>Integrated Learning</i> sections of the common <i>Final Project Rubric</i>  OSBUS 340: Final Project 90% of students will meet the level of "Accomplished" or higher on the	LSENG 190: Final Project 90% of students will meet the level of "Accomplished" or higher on the <i>Inquiry and Analysis</i> and <i>Integrated Learning</i> sections of the common <i>Final Project Rubric</i>  OSBUS 220: Final Project 90% of students will meet the level of "Accomplished" or higher on the <i>Inquiry and Analysis</i> and <i>Integrated Learning</i> sections of the common <i>Final Project Rubric</i>  OSBUS 300: Final Project 90% of students will meet the level of "Accomplished" or higher on the <i>Inquiry and Analysis</i> , <i>Integrated Learning</i> , and <i>Oral Competencies</i> sections of the common <i>Final Project Rubric</i>  OSBUS 320: Final Project 90% of students will meet the level of "Accomplished" or higher on the	OSBUS 220: Final Project 90% of students will meet the level of "Accomplished" or higher on the <i>Inquiry and Analysis</i> and <i>Integrated Learning</i> sections of the common <i>Final Project Rubric</i>  OSBUS 300: Final Project 90% of students will meet the level of "Accomplished" or higher on the <i>Inquiry and Analysis</i> and <i>Integrated Learning</i> sections of the common <i>Final Project Rubric</i>  OSBUS 320: Final Project 90% of students will meet the level of "Accomplished" or higher on the <i>Inquiry and Analysis</i> and <i>Integrated Learning</i> sections of the common <i>Final Project Rubric</i>  OSBUS 340: Final Project 90% of students will meet the level of "Accomplished" or higher on the	LSENG 190: Final Project 90% of students will meet the level of "Accomplished" or higher on the <i>Inquiry and Analysis</i> , <i>Integrated Learning</i> , and <i>Oral Competencies</i> sections of the common <i>Final Project Rubric</i>  OSBUS 220: Final Project 90% of students will meet the level of "Accomplished" or higher on the <i>Inquiry and Analysis</i> , <i>Integrated Learning</i> and <i>Oral Competencies</i> sections of the common <i>Final Project Rubric</i>  OSBUS 300: Final Project 90% of students will meet the level of "Accomplished" or higher on the <i>Inquiry and Analysis</i> , <i>Integrated Learning</i> and <i>Oral Competencies</i> sections of the common <i>Final Project Rubric</i>	OSBUS 200: Final Project 90% of students will meet the level of "Accomplished" or higher on the <i>Inquiry and Analysis</i> and <i>Integrated Learning</i> sections of the common <i>Final Project Rubric</i>  OSTHE 200: Final Project 90% of students will meet the level of "Accomplished" or higher on the <i>Inquiry and Analysis</i> and <i>Integrated Learning</i> sections of the common <i>Final Project Rubric</i>

<p><b>Student Learning Outcome</b></p>	<p><b>LO 1</b> Demonstrate ability to think critically and creatively in organizational problem-solving</p> <p><b>Bloom: Apply</b></p>	<p><b>LO 2</b> Demonstrate effective presentational and communication skills</p> <p><b>Bloom: Apply</b></p>	<p><b>LO 3</b> Identify and describe key functions and competencies to be effective in today’s workforce.</p> <p><b>Bloom: Apply</b></p>	<p><b>LO 4</b> Utilize effective writing and oral communication skills.</p> <p><b>Bloom: Apply</b></p>	<p><b>LO 5</b> Describe organizational dynamics through multiple perspectives.</p> <p><b>Bloom: Apply</b></p>
	<p><i>Inquiry and Analysis</i> and <i>Integrated Learning</i> sections of the common <i>Final Project Rubric</i></p> <p>OSBUS 400: Final Project 90% of students will meet the level of “Accomplished” or higher on the <i>Inquiry and Analysis</i> and <i>Integrated Learning</i> sections of the common <i>Final Project Rubric</i></p>	<p><i>Inquiry and Analysis, Integrated Learning</i> and <i>Oral Competencies</i> sections of the common <i>Final Project Rubric</i></p> <p>OSBUS 340: Final Project 90% of students will meet the level of “Accomplished” or higher on the <i>Inquiry and Analysis, Integrated Learning</i> and <i>Oral Competencies</i> sections of the common <i>Final Project Rubric</i></p> <p>OSBUS 400: Final Project 90% of students will meet the level of “Accomplished” or higher on the <i>Inquiry and Analysis, Integrated Learning</i> and <i>Oral Competencies</i> sections of the common <i>Final Project Rubric</i></p>	<p><i>Inquiry and Analysis</i> and <i>Integrated Learning</i> sections of the common <i>Final Project Rubric</i></p> <p>OSBUS 400: Final Project 90% of students will meet the level of “Accomplished” or higher on the <i>Inquiry and Analysis</i> and <i>Integrated Learning</i> sections of the common <i>Final Project Rubric</i></p>	<p>OSBU S320: Final Project 90% of students will meet the level of “Accomplished” or higher on the <i>Inquiry and Analysis, Integrated Learning</i> and <i>Oral Competencies</i> sections of the common <i>Final Project Rubric</i></p> <p>OSBUS 340: Final Project 90% of students will meet the level of “Accomplished” or higher on the <i>Inquiry and Analysis, Integrated Learning</i> and <i>Oral Competencies</i> sections of the common <i>Final Project Rubric</i></p> <p>OSBUS 400: Final Project 90% of students will meet the level of “Accomplished” or higher on the <i>Inquiry and Analysis, Integrated Learning</i> and <i>Oral Competencies</i> sections of the common <i>Final Project Rubric</i></p>	
<p><b>Summative Assessment</b></p>	<p><b>OSINT 400: Final Project</b> 90% of students will meet the level of “Accomplished” or higher in each section of the common <i>Final Project Rubric</i></p>	<p><b>OSINT 400: Final Project</b> 90% of students will meet the level of “Accomplished” or higher in each section of the common <i>Final Project Rubric</i></p>	<p><b>OSINT 400: Final Project</b> 90% of students will meet the level of “Accomplished” or higher in each section of the common <i>Final Project Rubric</i></p>	<p><b>OSINT 400: Final Project</b> 90% of students will meet the level of “Accomplished” or higher in each section of the common <i>Final Project Rubric</i></p>	<p><b>OSINT 400: Final Project</b> 90% of students will meet the level of “Accomplished” or higher in each section of the common <i>Final Project Rubric</i></p>
<p><b>Indirect Evidence:</b></p>	<p><b>IDEA:</b> In courses where the IDEA objective is noted as Essential or Important, at least 70% of students will rate their progress on relevant objectives as 4 or 5.</p>	<p><b>IDEA:</b> In courses where the IDEA objective is noted as Essential or Important, at least 70% of students will rate their progress on relevant objectives as 4 or 5.</p>	<p><b>IDEA:</b> In courses where the IDEA objective is noted as Essential or Important, at least 70% of students will rate their progress on relevant objectives as 4 or 5.</p>	<p><b>IDEA:</b> In courses where the IDEA objective is noted as Essential or Important, at least 70% of students will rate their progress on relevant objectives as 4 or 5.</p>	<p><b>IDEA:</b> In courses where the IDEA objective is noted as Essential or Important, at least 70% of students will rate their progress on relevant objectives as 4 or 5.</p>