

2: How and When will the Learning Outcomes be assessed?

- a. *Briefly describe the forms of evidence that were utilized this past year to demonstrate students' accomplishment of the learning outcome(s) selected, and when you implemented the assessment.*

Outcome 2 Assessment: Students will be able to view organizational change from multiple role perspectives including that of a follower. Assessed with case study analysis (detailed intensive study of a unit, such as a corporation or a corporate division, that stresses factors contributing to its success or failure). Students are graded on their ability to cogently apply course theory and content to assigned cases in LOS 300 (Organizational Theory), LOS 301 (Group Dynamics), LOS 350 (Leadership), and LOS 440 (Organizational Change).

Outcome 5 Assessment: Students will be able to compare and contrast how organizational change is achieved and effectively managed in a variety of contexts and settings. All students who successfully complete LOS 300 (Organizational Theory) are assessed on their ability to compare and contrast how organizational change is achieved and effectively managed in a variety of contexts and settings through a "real world application paper." In this form of evidence, students demonstrate and are graded on their ability to analyze an organization through multiple frames of analysis, while focusing specifically on communication, group norms and processes, and the practice of leadership.

- b. *If your department/program did NOT assess any outcomes in the past year, please check here_____.*

3: How did you use the Assessment results to Improve Student Learning?

- a. *Briefly describe your unit's process for using the assessment data to improve student learning, and state what improvements or changes are being planned based upon the assessment results.*

Improve curriculum: Over the course of AY2013, program faculty participated in a comprehensive program review what included an assessment, evaluation, and improvement of course descriptions, learning objectives, and forms of assessment, and alignment to program outcome goals.

An example of a change resulting from this analysis would be improvement of the assessment plan for Outcome 5: In prior semesters, students indicated ambiguity regarding instructor expectations for the "real world application paper." To address this ambiguity, a detailed rubric was created by program faculty, distributed to enrolled students, and posted to the course Blackboard page.

- If your department has NOT reviewed any assessment results in the past year, please check here_____.*

