

## MSOD Assurance of Learning Report

AY 2014-2015

**Report Date:** 9/3/2015  
**School/College:** School of Management  
**Department/Program:** Master of Science in Organization Development  
**Person completing the Report:** Jennifer Parlamis

### Phase 1: Assessment Process

**Overview Statement:** Briefly summarize the student learning assurance activities that were undertaken this academic year. Indicate which learning outcome was assessed and who was involved in the evolution.

Learning Outcome: *All LOs evaluated together*

- **1a Understanding the Foundations, Theories and Models of OD**  
Students will become familiar with the key concepts, research, theories and models in OD.
- **1b Understanding the Foundations, Theories and Models of OD**  
Students will apply OD theories and models to change interventions in organizations.
- **2a Ability to Lead Change and Use Self-as-Instrument**  
Students will develop skills in building collaborative, mutually trusting relationships in an organizational system, contracting with clients, defining goals, providing and receiving feedback and implementing interventions adhering to the values and principles of OD practice.
- **2b Ability to Lead Change and Use Self-as-Instrument**  
Students will practice self-reflection, skillful communication, effective negotiation and conflict resolution and self-care and use their own feelings as valuable information about how the organization functions.
- **3a Proficiency in Organizational Inquiry, Research and Analysis**  
Students will become proficient in field research, participatory action research and related data collection methods (e.g., surveys, interviews, focus groups, observation).
- **3b Proficiency in Organizational Inquiry, Research and Analysis**  
Students will be able to analyze qualitative and quantitative data, interpret findings, make data-based recommendations and evaluate effectiveness of interventions.
- **4a Competence with Teams, Culture and Diversity**  
Students will attain skills to effectively contribute to teams as well as develop and empower others to work effectively in team contexts.
- **4b Competence with Teams, Culture and Diversity**  
Students will understand the impact global culture and diversity inclusion has on organizational culture and will be able to work effectively across cultural perspectives.

Evaluator(s): *Jennifer Parlamis, external panel of reviewers*

**Assessment Plan:**

Assessment Method Category: *Capstone Presentation*

Assessment Method: *Culminating Project Panel Assessment*

Target: *80% of the students will achieve Exceeds Expectations (scoring an average of 4 or more points on a scale of 1-5)*

Courses where method is assessed (if applicable): *OD 690*

Additional Detail (if applicable): *Each learning outcome is mapped to a section of results from the panel assessment.*

**Related Documents:**

- *MSOD Culminating Project Panel Assessment Spring 2015: MSOD AoL Rubric Pilot Assessment Data.xlsx*

## Phase 2: Results Assessment

### Results:

Result Date: 9/3/2015

Learning Outcome: 1a

Result Type: *Target Not Met*

Result: *44% of students achieved a score of 4 or more points.*

Learning Outcome: 1b

Result Type: *Target Not Met*

Result: *44% of students achieved a score of 4 or more points.*

Learning Outcome: 2a

Result Type: *Target Met*

Result: *100% of students achieved a score of 4 or more points.*

Learning Outcome: 2b

Result Type: *Target Met*

Result: *100% of students achieved a score of 4 or more points.*

Learning Outcome: 3a

Result Type: *Target Met*

Result: *100% of students achieved a score of 4 or more points.*

Learning Outcome: 3b

Result Type: *Target Not Met*

Result: *50% of students achieved a score of 4 or more points.*

Learning Outcome: 4a

Result Type: *Target Met*

Result: *100% of students achieved a score of 4 or more points.*

Learning Outcome: 4b

Result Type: *Target Not Met*

Result: *50% of students achieved a score of 4 or more points.*

Course(s) from which the assessment(s) were gathered: *OD 690*

### Related Documents:

- *MSOD Culminating Project Panel Assessment Spring 2015: MSOD AoL Rubric Pilot Assessment Data.xlsx*

**Action:**

There were four Learning Outcomes out of eight that were not met in 2015. Since we used a panel to assess LOs based on the Culminating Project student group presentations, it is unclear if the panel was not able to fully assess some of the LOs because student presentations were not uniform in what they covered or if the students actually did not acquire the learning. To partially address this, in addition to the panel assessment of the oral presentations, each instructor of the culminating course will be assessing the final written project Spring 2016. This is a 50+ page paper that details all aspects of the final project. It contains details that would not be discussed during a presentation, and as such, assessing the paper will be a more precise reflection of the learning for the program. In addition, the MSOD department plans to discuss assessment of learning outcomes, new assignments to assess outcomes and most appropriate classes for assessment at the Spring OD retreat on March 3, 2016. Further, once the faculty considers LOs and assessments, the plans will be discussed with the MSOD advisory board meeting in April 2016. Curricular or programmatic changes will be considered and implemented for the Fall 2016 cohorts.