

MGEM AY 2015-2016 Assessment

Phase 1: Assessment Plan

Learning Outcome assessed:

MGEM Learning Outcome 1: Lead and Manage Diverse Individuals

Demonstrate the ability to lead and manage diverse individuals and groups to facilitate organizational performance.

Assessment Method:

Case Analysis Presentations (Individual/ Team)

Targeted performance, based on rubrics:

80% Exceeds Expectations

Evaluation Process:

Students were tested on the basis of the individual portions of team presentations focusing on the assessment of a select company’s challenges (problem identification) and creative solutions and recommendations in the context of the case’s regional ecosystem (all cases came from the MIT case study program on global entrepreneurship and were from all continents—Asia, Europe, the Americas, and Africa). For LO1, student presentations (10-15 min. for each team; approximately 5 min for individuals) were tested on the basis of the assessment rubric and the scoring sheet to analyze their individual ability to lead and function as part of the cross-cultural team by demonstrating their cross-cultural awareness, cohesiveness, and mutual support.

Rubric: See Results section.

Rubrics	Accomplished	Proficient	Beginning
1. Students demonstrate motivation, individual leadership within a team, and commitment to the team’s cross-cultural nature during the case analysis presentation.	Displays strong motivation in leading a team to accomplish the project’s tasks and objectives. Exemplifies clear commitment to and appreciation of cross-cultural nature of the team	Displays mostly consistent motivation in leading a team to accomplish the project’s tasks and objectives. Exemplifies commitment to and appreciation of cross-cultural nature of the team	Displays weak motivation in leading a team to accomplish the project’s tasks and objectives. Exemplifies weak commitment to and appreciation of cross-cultural nature of the team

Course where learning outcome was assessed:

MGEM 5111 - Emerging Trends in Entrepreneurship and Innovation –Social Entrepreneurship

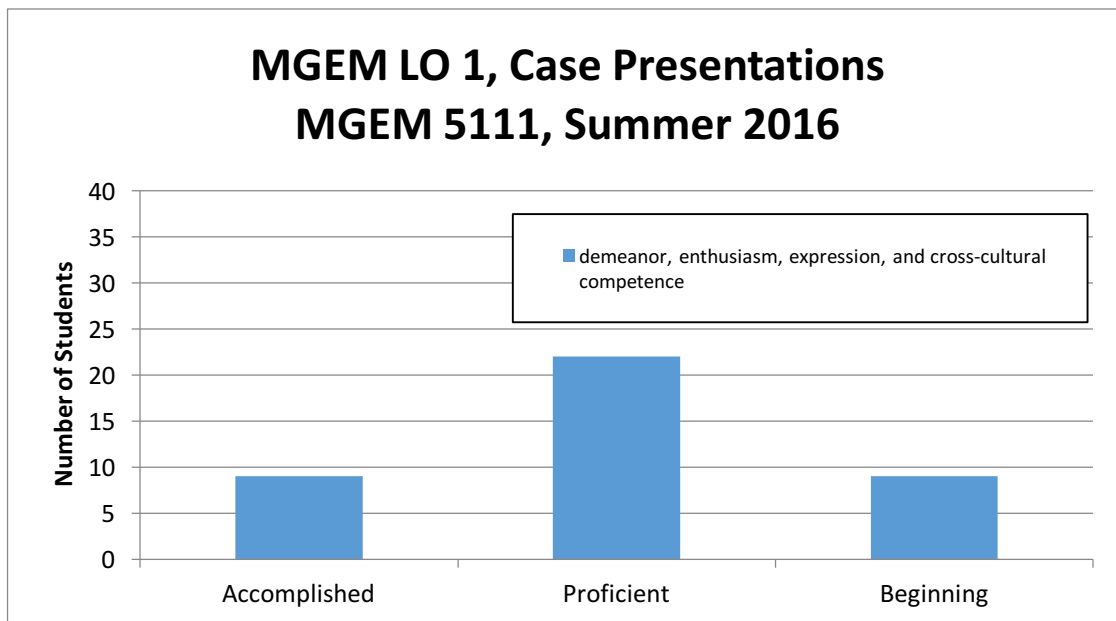
Evaluator(s):

Gleb Nikitenko and James Lee

Phase 2: Results Assessment and Planned Action

Results:

	Accomplished	Proficient	Beginning	% Students at Exemplary or Accomplished Level
Categories:	3	2	1	
Cumulative score on the basis of the presentations' averages of individual scores on demeanor, enthusiasm, expression, and cross-cultural competence (see the scoring rubric). Average total: 2.25	9	22	9	78%



Suggested Action:

Students have reached neither the goal of 80% target of exceeding expectations nor the 80% threshold of meeting or exceeding expectations (77.5%). Students came across as generally competent and sensitive to cultural differences, and good individual leadership functioning as a member (and in specific cases a leader) of a cross-cultural and cross-functional team.

Faculty have found that the SLO needs to be revised and a more detailed and relevant rubric to be developed. A cross-cultural competence inventory is to be identified and adopted for this SLO for program-assessment purposes (pre- and post- test) going forward. This SLO will be assessed again in the FY 16-17.

Phase 3: Closing the Loop

In the year that the assessment is made, this is good place to describe how the suggested actions might be evaluated in a future assessment cycle. When that cycle is complete, the results can be added to this document to finalize the report.