

AoL Committee Meeting

March 11, 2022. 10:00-10:40am

Present: Linda Henderson, Laura Camara, John Gonzales, Longyuan Du, Monika Hudson, Neil Walshe, Sara Ding, Kim Connor, Richard Stackman, Michelle Millar, Diane Roberts, Stephen Kraus

Absent, but represented: Ricardo Villarreal, Katherine Green

Meeting Summary:

- 1) Update on BSBA Learning Competencies
 - a. 5 new competencies
 - b. Sent out to faculty for endorsement. All voted yes, except for one abstention.
 - c. Currently working on curriculum mapping, which will go to Departments.
- 2) EMBA update
 - a. EMBA Faculty Committee met this past week. Decided to further refine LCs. Revised LCs are being finalized and will then go to EMBA Committee for vote.
- 3) MSEI update
 - a. AD Stackman is working with MSEI Program Director (Reinhold Steinbeck). Program currently has 7 Los. Will refine to 3-4 LCs. Assessment will take place this year with two cycles completed by 2025.
- 4) MBA – will retain current 6 Learning Goals.
- 5) MSFA Learning Competency Discussion

MSFA AoL Competencies 2022

1. Apply quantitative methods and analytic tools from economics, statistics, finance and accounting to analyze, value and manage portfolios of financial assets.
 2. Integrate economics, statistics, financial accounting and financial concepts to analyze and assess the value of individual financial securities, with an emphasis on equities, bonds and derivatives.
 3. Understand the standards of ethical behavior in financial markets and financial regulations and evaluate how these standards apply in specific situations based on the CFA Institute Code of Ethics and Standards of Professional Conduct and Global Investment Performance Standards (GIPS®).
- a. PD Gonzales asked the group for input on MSFA LC #3. It was noted that wording can depend on how assessment of students will take place.
 - b. After discussion and a few suggestions, it was moved and seconded the AoL committee approves the rewording of MSFA LC 3, as follows: “Identify and evaluate how the standards of ethical behavior in financial markets and regulations apply in specific situations based on the CFA Institute Code of Ethics and Standards of Professional Conduct and Global Investment Performance Standards (GIPS®).”
- 6) MSOD Learning Competency Discussion

Program Goal 1 – Conceptual Foundations of OD Fluency

- **Competency Outcome 1:** Students will be able to identify and explain key concepts, theories, and models applicable to Organization Development.

Assessment Notes (for internal reference): This learning outcome will be assessed at the individual level via a short quiz or thought paper during the Leading Organization Change and Development course (OD 661).

Program Goal 2 – Design and Implementation of Multi-level Interventions

- **Competency Outcome 2:** Students will be able to draw upon conceptual knowledge of the self, teams, and organizational systems to design and implement effective individual, team and/or “large-system” level changes and interventions.

Assessment Notes (for internal reference): These learning outcomes will be assessed at the individual level via a multi-level case analysis paper in or following the Large-Scale Change in Organizations course (OD 673).

Program Goal 3 – Research and Analysis for Organization Evaluation

- **Competency Outcome 3:** Students will become proficient in designing, conducting, and analyzing quantitative (e.g., surveys) and qualitative (e.g., in-depth interviews) research to help inform their understanding of organizational issues so they can effectively plan and evaluate initiatives.

Assessment Notes (for internal reference): These learning outcomes will be assessed at the individual level via a short quiz in the Research and Analysis for Organization Development course (OD 668).

Program Goal 4 – Experiential Learning

- **Competency Outcome 4:** Student teams will effectively apply program learnings in an experiential OD project (i.e., a project with a client). This will include working with a team to draw upon their knowledge of conceptual foundations of OD; conduct research to inform their project recommendations; design and/or implement an OD intervention; and reflect upon the project process and results.

Assessment Notes (for internal reference): This learning outcome will be assessed at the team level via a presentation evaluation during the Organization Development Culminating Project course (OD 690). Additionally, individual team member performance will be assessed through a confidential survey by team members.

- a. Committee member Walshe described to the group how the former goals and outcomes were consolidated with a focus on how they would then be assessed.
 - b. It was moved and seconded to affirm the Learning Competencies as revised by the MSOD program.
- 7) BSM (BAM) update
- a. Redesign and new Learning Competencies were voted on and approved by the UPC on March 2, 2022. LCs have already been vetted with representation by all departments.
 - b. Assessment will begin in 2024 after program (re)launch in spring 2023.
- 8) Future Business
- a. No planned meetings for the remainder of spring 2022, unless a need arises.
 - b. Committee will reconvene in fall 2022.

ACTION ITEMS FOR FALL 2022 (continued from fall 2021):

- Learn more about what University is requiring in terms of annual program learning outcomes assessment and graduate program alignment with the following three dimensions: Jesuit Mission Alignment, Academic Rigor, and Professional Relevance. How does it pertain to our school and how we operate under AACSB?
 - [University Policy Link here](#)