Program-Level Assessment Plan

Program: Leadership and Organizational Development	Degree Level (e.g., UG or Certificate, UG major, master's program, doctoral program): MA
Department:	College/School:

	address practical problems using an ethical, evidence-based framework.	5223, ORLD 5700 Achieved: ORLD 5965, 5963	course. This will inquire about specific artifacts created in class and will assess competency in this area and potential opportunities for improvement. 2. Exit survey completed by students at end of degree. 3. The main artifact will be capstone projects completed in 5965, 5963. Specifically, summative assessments completed on each student at the end of ORLD 5963.	as a result of the previous year's assessment process. 2. Formative assessment survey, exit survey data, and summative assessments
3	Graduates will be able to utilize argumentation skills appropriate for a given problem or context.	Introduced: ORLD 5000, ORLD 5010, ORLD 5050 Developed/Reinforced: ORLD 5550, ORLD 5650 Achieved: ORLD 5965, 5963	1. A formative assessment survey will be completed by each instructor at end of course. This will inquire about specific artifacts created in class and will assess competency in this area and potential opportunities for improvement. 2. Exit survey completed by students at end of degree. 3. The main artifact will be capstone projects completed in 5965, 5963. Specifically, summative assessments completed on each student at the end of ORLD 5963.	1. Data will be collected and analyzed either annually, or once every two years as a result of the previous year's assessment process. 2. Formative assessment survey, exit survey data, and summative assessments
4	Graduates will be able to apply organizational development theory in intervention design.	Introduced: ORLD 5000 Developed/Reinforced: ORLD 5250, ORLD 5450, ORLD 5550 Achieved: ORLD 5965, 5963	1. A formative assessment survey will be completed by each instructor at end of course. This will inquire about specific artifacts created in class and will assess competency in this area and potential opportunities for improvement. 2. Exit survey completed by students at end of degree. 3. The main artifact will be capstone projects completed in 5965, 5963. Specifically, summative assessments completed on each student at the end of ORLD 5963.	1. Data will be collected and analyzed either annually, or once every two years as a result of the previous year's assessment process. 2. Formative assessment survey, exit survey data, and summative assessments

Use of Assessment Data

1. How and when will analyzed data be used by program faculty to make changes in pedagogy, curriculum design, and/or assessment practices?

   Every other year, typically in the spring/summer, data will be analyzed and action plans will be developed.

2. How and when will the program faculty evaluate the impact of assessment-informed changes made in previous years?

   In the year following a given change, program directors will follow up on action items from the previous year to determine impact and possible refinements or enhancements moving forward.

Additional Questions

1. On what schedule/cycle will program faculty assess each of the program's student learning outcomes? (Please note: It is not recommended to try to assess every outcome every year.)

   One-to-two learning outcomes will be assessed each year, based on the current evaluation plan and, if needed, any changes necessitated in re-prioritizing due to changes to the curriculum or any contingency that may have arisen during the previous evaluation cycle year.

2. Describe how, and the extent to which, program faculty contributed to the development of this plan.

   Program faculty were involved in the development of the courses and their application to each program learning outcome, though the bulk of the burden has fallen to full-time, as opposed to adjunct, faculty. In addition, both full-time faculty and adjunct faculty have been highly invested in ensuring capstone projects meet program learning objectives and enhancing their courses so they better meet program learning outcomes.

IMPORTANT: Please remember to submit any rubrics or other assessment tools along with this plan.