



Program Assessment Report (PAR)

Leadership Development (LD) Masters Degree

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ACADEMIC YEAR COVERED BY THIS REPORT: [AcademicYear]

I. PROGRAM LEARNING OUTCOMES

1. Problem-Solving Skills Can formulate problem statements, ascertain and collect relevant data, and utilize the correct methodology in order to both delineate and solve problems in the real world. 2. Communication Skills Can effectively communicate to peers, subordinates, and supervisors in a professional manner both orally and in writing. 3. Organizational Leadership-Specific Knowledge Have developed a thorough understanding of the organizational environment and roles of individuals, teams, and groups as required to make strategic-level decisions in the organizational environment.

II. PROCEDURES USED FOR ASSESSMENT

A. Direct Assessment

1. Problem-solving Skills All students complete capstone sequence (LDR 7450/LDR 7600), internship/portfolio (LDR 7450/LDR 7500) or thesis (LDR 7990). Must complete with grade C or higher. 2. Communication Skills All students make oral presentations in LDR 7100, 7010, 7200, 7050, 7090, 7300, and 7070. 3. Organizational Leadership-Specific Knowledge The MSLD program is taught in a cohort model, and currently has no electives. Thus, all students take relevant courses to organizational leadership. Students must have a 3.0 GPA to graduate and cannot have a grade lower than a C in any course.

B. Scoring of Student Work

1. Problem-solving Skills All students complete capstone sequence (LDR 7450/LDR 7600), internship/portfolio (LDR 7450/LDR 7500) or thesis (LDR 7990). Must complete with grade C or higher. Scoring assessed via summative rubric by course

instructor. 2. Communication Skills All students make oral presentations in LDR 7100, 7010, 7200, 7050, 7090, 7300, and 7070. Scoring assessed via rubric by course instructors. 3. Organizational Leadership-Specific Knowledge The MSLD program is taught in a cohort model, and currently has no electives. Thus, all students take relevant courses to organizational leadership. Students must have a 3.0 GPA to graduate and cannot have a grade lower than a C in any course. Scoring assessed via summative rubric by course instructor. Cumulative GPA must be 3.0 or higher

C. Indirect Assessment

1. Problem-solving Skills All students complete capstone sequence (LDR 7450/LDR 7600), internship/portfolio (LDR 7450/LDR 7500) or thesis (LDR 7990). Must complete with grade C or higher. Participation in Scholarly/Professional activity Unsolicited inputs/emails from program alumni 2. Communication Skills All students make oral presentations in LDR 7100, 7010, 7200, 7050, 7090, 7300, and 7070. Ongoing review of faculty evaluations by program director 3. Organizational Leadership-Specific Knowledge The MSLD program is taught in a cohort model, and currently has no electives. Thus, all students take relevant courses to organizational leadership. Students must have a 3.0 GPA to graduate and cannot have a grade lower than a C in any course. Focus Group (August 2011) Alumni Survey (October 2014) Planning another alumni survey in 2022 (after first cohort completes 100% online format)

III. ASSESSMENT RESULTS/INFORMATION:

1. Problem-solving Skills All students complete capstone sequence (LDR 7450/LDR 7600), internship/portfolio (LDR 7450/LDR 7500) or thesis (LDR 7990). Must complete with grade C or higher. 2. Communication Skills All students make oral presentations in LDR 7100, 7010, 7200, 7050, 7090, 7300, and 7070. 3. Organizational Leadership-Specific Knowledge The MSLD program is taught in a cohort model, and currently has no electives. Thus, all students take relevant courses to organizational leadership. Students must have a 3.0 GPA to graduate and cannot have a grade lower than a C in any course. 4. Problem-solving Skills All students complete capstone sequence (LDR 7450/LDR 7600), internship/portfolio (LDR 7450/LDR 7500) or thesis (LDR 7990). Must complete with grade C or higher. Participation in Scholarly/Professional activity Unsolicited inputs/emails from program alumni 5. Communication Skills All students make oral presentations in LDR 7100, 7010, 7200, 7050, 7090, 7300, and 7070. Ongoing review of faculty evaluations by program director 6. Organizational Leadership-Specific Knowledge The MSLD program is taught in a cohort model, and currently has no electives. Thus, all students take relevant courses to organizational leadership. Students must have a 3.0 GPA to graduate and cannot have a grade lower than a C in any course. Focus Group (August 2011) Alumni Survey (October 2014) Planning another alumni survey in 2022 (after first cohort completes 100% online format)

1. 100% of students completed LDR 7450/7600 with grade B or higher. 2. 100% of students participate in oral presentations. 3. 100% of students graduate with 3.0 GPA or higher. 4. Three of six students submitted capstone projects to academic outlets. Of these, one student paper accepted and presented at academic conference. Two students awaiting decisions from journal outlets. 5. MSLD faculty evaluations continue to be above average. 6. Incomplete data to address assessment due to low enrollment of last cohort--only 1 student responded to end-of-program evaluation.

1. Learning objective met. 2. Learning objective met. 3. Learning objective met. 4. Learning objective met but focused on increasing scholarly output from students. 5. Learning objective met. 6. Unable to assess learning objective; Will continue efforts to collect data from next graduating cohort in May 2022.

IV. ACTIONS TO IMPROVE STUDENT LEARNING

-Results were shared in report and oral forms with LDR faculty via department meeting. LDR Department Head and MSLD faculty have discussed findings in detail. -Students' accomplishments have all been highlighted in MSLD, LDR, and CEHS newsletters. -Program currently in final stages of approval to transition from face-to-face to 100% online delivery modality. Enrollment has increased 100% (from 6 to 12). -All MSLD TET faculty are trained in Quality Matters. -Continue to seek out University support for marketing program. Currently market via news blasts to local stakeholders, local news outlets, alumni networks, Dayton Chamber of Commerce, and Base Education Office.

V. SUPPORTING DOCUMENTS

Additional documentation, when provided, is stored in the internal Academic Program Assessment of Student Learning SharePoint site.