



Academic Program Assessment Report for AY 2023-2024

Program: _BAS Org ledaership

(Due: June 1, 2024)

Date report completed: 6/6/24

Completed by: _Kathryn Starkey

Assessment contributors (other faculty involved): ES Advisory Board - Rick Farrer, Margie Massey, Ian Brennan, Steve Liebel and PLP faculty – Trish Orman, Shelly Moreschini

Please describe the 2023-2024 assessment activities and follow-up from prior years for your program below. Please complete this form for each undergraduate major, , and graduate program (e.g., B.A., B.S., B.A.S, M.S., DNP, etc.) as well as stand-alone minors, or certificates in your department. Please copy any addenda (e.g., rubrics) and paste them in this document, save and submit it to both the Dean of your college/school and to the Associate Provost as an email attachment by June 1, 2024. You'll also find this form on the assessment website at <https://www.csupueblo.edu/assessment-and-student-learning/resources.html>. Thank you.

Brief statement of Program mission and goals: The Organizational Leadership Bachelor of Applied Science program is designed to enroll students holding a broad range of Associate degrees who are seeking a Bachelor’s degree providing knowledge and expertise applicable to advancement in administration, leadership, management and supervision in a variety of organizations including business, government and non-profit organizations.

I. Assessment of Student Learning Outcomes (SLOs) in this cycle. Including processes, results, and recommendations for improved student learning. Use Column H to describe improvements planned for 2023-2024 based on the assessment process.

A. Which of the program SLOs were assessed during this cycle? Please include the outcome(s) verbatim from the assessment plan.	B. When was this SLO <u>last</u> reported on prior to this cycle? (semester and year)	C. What method was used for assessing the SLO? Please include a copy of any rubrics used in the assessment process.	D. Who was assessed? Please fully describe the student group(s) and the number of students or artifacts involved (N).	E. What is the expected proficiency level and how many or what proportion of students should be at that level?	F. What were the results of the assessment? (Include the proportion of students meeting proficiency.)	G. What were the department’s conclusions about student performance?	H. What changes/improvements to the <u>program</u> are planned based on this assessment?

<p>1. Develop skills and knowledge regarding leading and managing people in organizations.</p>	<p>N/A - this is a new assessment plan. Outcome 1 is up for assessment in 2023-2024.</p>	<p>Exit survey for program graduates; program assessment rubric. Rubric is in the ES folder.</p>	<p>Two students graduated from the program and were sent the exit survey. One filled out the survey. PLP350's Leadership philosophy and action plan assignment was the second artifact used. 4 assignments were selected at random from the 202390 offering of PLP 350</p>	<p>Expected proficiency level per rubric category is 3.0 or better.</p>	<p>See attachment.</p>	<p>The artifacts when read themselves are effective. Though less problem solving, leading and managing are less evident in the artifact evaluated.</p>	<p>It seems that the rubric for evaluating the artifact could be updated. Some students may not have had specific experience, and the artifact and rubric connection might need that to be the case. It may be that a different rubric is needed to assess PLP 350 and PLP 360 artifacts.</p>
<p>2. Develop awareness of personal characteristics including your personality, leadership characteristics, information processing style and other relevant characteristics, biases and predispositions.</p>	<p>N/A - this is a new assessment plan. Outcome 2 is up for assessment in 2023-2024.</p>	<p>Exit survey for program graduates; program assessment rubric. Rubric is in the ES folder.</p>	<p>Two students graduated from the program and were sent the exit survey. One filled out the survey. PLP350's Leadership philosophy and action plan assignment was the second artifact used. 4 assignments were selected at random</p>	<p>Expected proficiency level per rubric category is 3.0 or better.</p>	<p>See attachment.</p>	<p>Conclusions from the survey and artifacts are positive. Students are well equipped to understand their own leadership characteristics and have found the program to be effective.</p>	<p>A pre/post survey in each PLP course could be used to see growth in leadership philosophy throughout a student's time in the course.</p>

			from the 202390 offering of PLP 350				
3. Recognize strategies for organizational success in a variety of environments, such as business, government and not-for-profit industries.	N/A - this is a new assessment plan. Outcome 3 is up for assessment in 2024-2025.						
4. Build expertise for ensuring ethical organizational culture.	N/A - this is a new assessment plan. Outcome 4 is up for assessment in 2025-2026.						
5. Improve problem-solving and critical thinking knowledge and skills.	N/A - this is a new assessment plan. Outcome 5 is up for assessment in 2025-2026.						
6. Practice implementation of leadership and management theory, philosophy and practice through	N/A - this is a new assessment plan. Outcome 6 is up for assessment in 2024-2025.						

coursework, case analysis, group/team activities, industry collaboration and academic simulation.							
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Comments on part I reporting: This is a new assessment plan ES developed in coordination with the ES advisory board and faculty in the President's Leadership Program. This is the first chance to assess the program. Before it moved to ES from HSB, there was no assessment plan, so this is the first year this program has an assessment plan on file.

II. Closing the Loop. Describe at least one data-informed change to your curriculum during the 2023-2024 cycle. These are those that were based on, or implemented to address, the results of assessment from previous cycles.

A. What SLO(s) or other issues did you address in this cycle? Please include the outcome(s) verbatim from the assessment plan.	B. When was this SLO last assessed to generate the data which informed the change? Please indicate the semester and year.	C. What were the recommendations for change from the previous assessment column H and/or feedback?	D. How were the recommendations for change acted upon?	E. What were the results of the changes? If the changes were not effective, what are the next steps or the new recommendations?
I addressed the lack of assessment plan when the program was moved from HSB to ES.	The lack of assessment plan was realized in May 2023 when assessment cycle began. I	Recommendations from the Provost office were to develop an assessment plan in coordination with the advisory board.	A new assessment plan now exists and has been provided to the advisory board and PLP faculty.	It seems that the changes are effective - it may take the 3 year assessmetn cycle for all SLOs to determine full effectiveness.

<p>The program has had many errors in the catalog for how it ends up in actuality with the students we are recruiting and courses available online. A major courseleaf update happened for the program this year.</p>	<p>Catalog issues were realized in spring 2023, which prompted the need for CAPB updates.</p>	<p>Feedback came from the advising team for the changes, and they were approved by CAPB.</p>	<p>The changes will be in the next catalog.</p>	<p>The changes will be immensely effective for the students. Clarity in requirements will ensure DARS works as well.</p>
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Comments on part II follow through: This is the first time this assessment plan has been used, and ES is excited to see how the BAS program can continue to be improved.

Degree Program Action Plan Update (from last Program Review)

Program/ Department/Person completing: Kathryn Starkey

Date of last program review: N/A This is a new program to ES. It has not had its program review yet.
 program-specific accreditation review (if applicable):

Date of next

Date of this update:

Dean's approval:

- Briefly summarize annual updates to the program status including major accomplishments and challenges.
- Be sure to include any program accreditation updates, where appropriate.

	Program Impact	Proposed actions (if applicable)
Accomplishments Description		
Challenges Description		
Program Accreditation updates or challenges		

Indicate progress within the last year(s) on items from the current program action plan.

Specific Item from Action Plan	Progress made on Action Plan item (indicate when completed)	Recommendations and projected timeline for further action	Resources Needs update (current, reallocation, new)	Person Responsible for further action

Link to Rubric: [Organizational Leadership BAS Assessment Rubric - 2024 assessment\).docx](#)