

Organizational Leadership Bachelor of Applied Science Assessment Plan

Program Overview

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.

The curriculum includes coursework from across the leadership spectrum including literacy of basic organizational functions such as accounting, economics, communication technology, marketing as well as management of human resources, operations and projects. Leadership topics are brought into the curriculum both through targeted coursework and through leadership components included as part of related courses. The transfer and credit for prior learning policies are intended to give maximum acknowledgement and academic credit for prior education and experience, reducing the time and expense for completing the degree.

Learning Outcomes

1. Develop skills and knowledge regarding leading and managing people in organizations.
2. Develop awareness of personal characteristics including your personality, leadership characteristics, information processing style and other relevant characteristics, biases and predispositions.
3. Recognize strategies for organizational success in a variety of environments, such as business, government and not-for-profit industries.
4. Build expertise for ensuring ethical organizational culture.
5. Improve problem-solving and critical thinking knowledge and skills.
6. Practice implementation of leadership and management theory, philosophy and practice through coursework, case analysis, group/team activities, industry collaboration and academic simulation.

Artifacts for Assessment

Artifact	Learning Outcomes Assessed
Exit Survey (ADD LINK)	#1, #2, #3, #4, #5, #6
PLP 350: Leadership Philosophy and Action Plan	#1, #2, #4, #5
PLP 360: Nonprofit Proposal	#3, #6

Assessment Rotation

Academic Year	Outcome Assessed	Assessment Method
2023-2024	#1, #2	Exit Survey; PLP 350: Leadership Philosophy and Action Plan
2024-2025	#3, #6	Exit Survey; PLP 360: Nonprofit Proposal
2025-2026	#4, #5	Exit Survey; PLP 350: Leadership Philosophy and Action Plan

Assessment Process and Procedures

The Dean of Extended Studies oversees and evaluates assessment processes including collection of data, oversight and implementation of student and alumni survey documents, participation in alliance-wide normative testing as available, and maintains a routine review of course syllabi in conjunction with the academic Deans.

The Dean maintains and distributes aggregate GPA and inventory data to the advisory board, students, Provost's Office and reporting agencies (as appropriate). In conjunction with the advisory board, the Dean works with faculty and students to develop strategies for specific course changes, development of new co-curricular activities and opportunities, and elective opportunities. Reports for dissemination of BAS assessment data include the SLO, value, how the outcome was assessed, how it was measured, and comments for follow-up to close the loop.

Assessment results are used to change course assignments and scheduling, and to elicit new elective choices for students in the program.

Organizational Leadership BAS Assessment Rubric

Learning Outcome	5 – Outstanding	4 – Very Good	3 – Adequate	2 – Needs Attention	1 – Not Acceptable
Leading & Managing Others in Organizations	<p>Accurately understands the differences between leading and managing and the purpose, process, nature, and ideals of leadership. Documented practical skills and knowledge developed to both lead and manage people in organizations, businesses, non-profits, and government.</p>	<p>Understands the differences between leading and managing and knowledge in the purpose, process, nature, and ideals of leadership. skills and knowledge developed to both lead and manage people in some organizations.</p>	<p>Understands the differences between leading and managing. Still developing practical skills and knowledge to both lead and manage people in a few organizations.</p>	<p>Has developed skills and insight into leading or managing and is still working to develop knowledge in effective leadership and management in various organizations, businesses, non-profits, and government.</p>	<p>Little to no understanding of leading vs. managing and how to effectively do so in a variety of organizations.</p>
Leadership & Personal Traits	<p>Demonstrates self-leadership skills daily and continually works to improve, knowing that "leading oneself" involves both the utilization of behavioral and mental techniques. Is committed to personal and professional competence.</p>	<p>Applies the concept of "leading from the inside out" by applying the skills learned and demonstrating them on a regular basis in their own personal life to become a better leader for others.</p>	<p>Recognizes the value and skills involved in self-leadership and applies certain aspects but does not go "above and beyond" in applying or committing to personal and professional competence.</p>	<p>Recognizes the value and skills involved in self-leadership but does not actively work to develop or apply those concepts in their own life.</p>	<p>Has begun to understand the concept of self-leadership but does not recognize how it applies to their own life.</p>

Organizational Success Strategies	Recognition of strategies for organizational success in a variety of environments. Solid illustration of the role of quality leadership on organization outcomes in a variety of environments.	Much recognition of strategies for organizational success in some environments. An illustration of the role of leadership in some environments.	Recognition of strategies for organizational success. An understanding of the role in leadership in organization outcomes in one environment or lessened understanding of this concept.	Little recognition of strategies for organizational success. A lessened understanding of the role of quality leadership in organizational outcomes.	No recognition of strategies for organizational success. Little or no understanding of the role of quality leadership in organizations.
Ethics & Organizational Culture	Recognizes that ethical issues when presented in a complex, multi-layered (grey) context AND can recognize cross- relationships among the issues. Fully understands the intersection of ethics and organizational culture.	Recognizes that ethical issues when issues are presented in a complex, multilayered (grey) context OR can grasp cross-relationships among the issues. Mostly understands the intersection of ethics and organizational culture.	Recognizes obvious ethical issues and grasps the complexities or inter- relationships among the issues. Basic understanding the intersection of ethics and organizational culture.	Recognizes basic and obvious ethical issues and grasps (incompletely) the complexities or inter-relationships among the issues. Somewhat understands the intersection of ethics and organizational culture.	Recognizes basic and obvious ethical issues but fails to grasp complexity or inter-relationships. No understanding of the intersection of ethics and organizational culture.

<p>Problem-Solving & Critical Thinking</p>	<p>Accurately interprets evidence, statements, graphics, questions, etc. Thoughtfully analyzes and evaluates major alternative points of view. Achieves, clear, unambiguous conclusions from the data. Employs creativity in the search for a solution. Recognizes and values alternative problem-solving methods, when appropriate.</p>	<p>Accurately interprets evidence, statements, graphics, questions, etc. Offers analyses and evaluations of obvious alternative points of view. Justifies some results or procedures, explains reasons. Focuses on difficult problems with persistence. Can work independently with confidence. Sees the real-world relevance of problem. Provides a logical interpretation of the data.</p>	<p>Begins to correctly interpret evidence, statements, graphics, questions, etc. Begins to evaluate obvious alternative points of view. Understands what warranted or correct conclusions are. Focuses on more complex problems with persistence. Can work under supervision with confidence. Begins to see the real-world relevance of problem. Understands examples of a logical interpretation of data.</p>	<p>Misinterprets evidence, statements, graphics, questions, etc. Ignores or superficially evaluates obvious alternative points of view. Begins to identify problem types. Relies on standardized solution methods, rather than guesswork or intuition. Understands the level of complexity of a problem.</p>	<p>Offers biased interpretations of evidence, statements, graphics, questions, information, or the points of view of others. Ignores or superficially evaluates obvious alternative points of view. Does not justify results or procedures. Cannot identify problem types. Relies on guesswork or intuition rather than standardized solutions. Does not understand the level of complexity of a problem.</p>
<p>Implementation of Leadership & Management Theory</p>	<p>Connects and extends knowledge (facts, theories, etc.) from one's own academic study/ field/discipline to one's own participation in various organizations, government, and industry.</p>	<p>Analyzes knowledge (facts, theories, etc.) from one's own academic study/field/discipline making relevant connections to civic engagement and to one's own participation in various organizations, government, and industry.</p>	<p>Is able to connect knowledge (facts, theories, etc.) from one's own study/field/discipline to civic engagement and starts to shape his/her own participation in various organizations, government, and industry.</p>	<p>Begins to connect knowledge (facts, theories, etc.) from one's own academic study/field/discipline to civic engagement and to one's own participation in in various organizations, government, and industry.</p>	<p>Begins to identify knowledge (facts, theories, etc.) from one's own academic study/field/discipline that is relevant to civic engagement and to one's own participation in in various organizations, government, and industry.</p>

Organizational Leadership Bachelor of Applied Science (BAS)

Exit Survey Questions

The Division of Extended Studies is interested in your perception of the quality of the education you have received from Colorado State University Pueblo, specifically in the Organizational Leadership BAS program. The primary focus of this assessment is the learning outcomes related to the content and delivery of courses you completed. Your responses to the following questions will have a direct impact on the Interdisciplinary Studies program.

The results of the survey will be summarized (your individual response will NOT be identified) and will be reviewed by the Dean of Extended Studies, Interdisciplinary Studies program team, and the Extended Studies Advisory Board for the purposes of evaluation and possible modification of the program and curriculum. The survey does not require your name, and individual data will not be reported.

* When did you begin the Organizational Leadership BAS program at CSU Pueblo?

Drop down – Semester

Drop down – year

* When will you graduate with your Organizational Leadership BAS degree?

Drop down – semester

Drop down – year

Curriculum and Learning Outcomes

* Why did you choose this major at CSU Pueblo? Expand on what connections you expected to make with degree based on the learning outcomes of the degree program.

Textbox

* What is your level of mastery in the following learning outcomes for the Organizational Leadership BAS program?

Outcome 1: Develop skills and knowledge regarding leading and managing people in organizations.

a. Highly mastered b. mostly mastered c. neutral d. slightly mastered e. not mastered

Outcome 2: Develop awareness of personal characteristics including your personality, leadership characteristics, information processing style and other relevant characteristics, biases and predispositions.

a. Highly mastered b. mostly mastered c. neutral d. slightly mastered e. not mastered

Outcome 3: Recognize strategies for organizational success in a variety of environments, such as business, government and not-for-profit industries.

- a. Highly mastered b. mostly mastered c. neutral d. slightly mastered e. not mastered

Outcome 4: Build expertise for ensuring ethical organizational culture.

- a. Highly mastered b. mostly mastered c. neutral d. slightly mastered e. not mastered

Outcome 5: Improve problem-solving and critical thinking knowledge and skills.

- a. Highly mastered b. mostly mastered c. neutral d. slightly mastered e. not mastered

Outcome 6: Practice implementation of leadership and management theory, philosophy and practice through coursework, case analysis, group/team activities, industry collaboration and academic simulation.

- a. Highly mastered b. mostly mastered c. neutral d. slightly mastered e. not mastered

* Select one of the learning outcomes (LIST AGAIN) and explain how you mastered it during your experience in the Interdisciplinary Studies program.

RADIO BUTTON FOR OUTCOMES TO PICK THEN TEXTBOX OPENS

1. Develop skills and knowledge regarding leading and managing people in organizations.
2. Develop awareness of personal characteristics including your personality, leadership characteristics, information processing style and other relevant characteristics, biases and predispositions.
3. Recognize strategies for organizational success in a variety of environments, such as business, government and not-for-profit industries.
4. Build expertise for ensuring ethical organizational culture.
5. improve problem-solving and critical thinking knowledge and skills.
6. Practice implementation of leadership and management theory, philosophy and practice through coursework, case analysis, group/team activities, industry collaboration and academic simulation.

Textbox

* What were the most valuable things you learned from your education at CSU Pueblo?

Textbox

*** Course Usability/Quality Ratings:**

Rate each course that **you completed** at CSU Pueblo in two areas: **Application** and **Quality**.

The ratings should be based on the following scale:

5 = Very High application/quality 4 = High application/quality	3 = Neutral	1 = Very Low application/quality 2 = Low application/quality
---	-------------	---

If you **did NOT** take a class that is included on the list below, leave the ratings blank and proceed to the next item.

Course	Title	Application	Quality
BSAD 302	Ethics in Business	1-5	1-5
CIS 365	Management Information Systems	1-5	1-5
MGMT 301	Organizational Behavior	1-5	1-5
MGMT 311	Operations and Quality Management	1-5	1-5
MGMT 318	Human Resource Management	1-5	1-5
MGMT 368	Project Management	1-5	1-5
MKTG 340	Principles of Marketing	1-5	1-5
MGMT 480	Leadership & Organizational Change	1-5	1-5
PLP 350	Contemporary Leadership	1-5	1-5
PLP 360	Applied Leadership	1-5	1-5
PSYC 315	Organizational Psychology	1-5	1-5

*** Please list any topics/courses you feel should be included in the Organizational Leadership BAS program that are not currently taught:**

Textbox

Program Evaluation

*** I believe that my preparation in Organizational Leadership BAS compares favorably with that of graduates from similar programs at other institutions of higher learning in Colorado.**

- a. strongly agree b. agree c. no opinion d. disagree e. strongly disagree

*** I speak positively to others about the CSU Pueblo as a good place to receive an education in Organizational Leadership.**

- a. always b. most of the time c. about half the time d. occasionally e. never

* The academic advisement provided by the current Interdisciplinary Studies advisors and faculty was helpful and effective.

- a. always b. most of the time c. about half the time d. occasionally e. never

* As a whole, the faculty at CSU Pueblo showed interest in me as a person.

- a. always b. most of the time c. about half the time d. occasionally e. never

Discuss any improvements that you feel should be made to the Organizational Leadership BAS program or comments about the faculty or staff:

Textbox

Professional Goals and Career Readiness

* I believe my education at CSU Pueblo has successfully prepared me to enter the related professional field of my choice.

- a. strongly agree b. agree c. no opinion d. disagree e. strongly disagree

* How confident do you feel about your abilities in your chosen field at this time?

- a. very confident b. confident c. no opinion d. slightly confident e. not confident

* What were your professional goals when you began your degree?

Textbox

* What are your professional goals now that you are receiving your degree?

Textbox

* Does this degree prepare you with the skills and knowledge to pursue future opportunities educationally or professionally? Please explain.

Yes or No

Explanation: Textbox

* This degree was a beneficial return on investment.

- a. strongly agree b. agree c. no opinion d. disagree e. strongly disagree

* This degree will allow for me to receive better compensation in the workplace

- a. strongly agree b. agree c. no opinion d. disagree e. strongly disagree

Prior Learning Assessment

* My degree plan and path to graduation included Prior Learning Assessment. (Definition of PLA populates)

Yes/No

* Which types of PLA did you earn?

Select all that apply (define each in survey):

- Joint Service Transcript (JST)
- CLEP/DSST
- General education test-out
- AP
- IB
- Credit for Prior Learning Portfolio assessment
- Other

* In which subjects did you earn PLA?

Textbox

Demographics Questions

* Question on active-duty military like on application

* Question on veteran status like on application

* Age bracket

* Hispanic/Latino

* Race

* Gender

* City/state