



LEARNING OUTCOMES DATA REPORT

MA in Organizational Leadership

Fall 1 2019 - Summer 1 2021

Aggregated Results^{1,2,3}

OLCU-601						n =291
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	Not Complete	
<i>PLO 4 - Ethics: Ethical Theory and Framework</i>	87.3% (254)	11.7% (34)	1.0% (3)	0.0% (0)	0.0% (0)	
<i>PLO 4 - Ethics: Application</i>	88.3% (257)	11.3% (33)	0.3% (1)	0.0% (0)	0.0% (0)	
<i>PLO 4 - Ethics: Critical Analysis</i>	77.0% (224)	21.6% (63)	1.4% (4)	0.0% (0)	0.0% (0)	
<i>PLO 4 - Ethics: Sources</i>	82.8% (241)	8.6% (25)	5.2% (15)	3.4% (10)	0.0% (0)	
<i>PLO 4 - Ethics: Writing Mechanics</i>	54.0% (157)	37.8% (110)	6.2% (18)	2.1% (6)	0.0% (0)	
Average Performance Levels	77.9%	18.2%	2.8%	1.1%	0.0%	

OLCU-613						n =344
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	Not Complete	
<i>PLO 2 - Critical Analysis: Situation Description</i>	90.1% (310)	8.4% (29)	0.9% (3)	0.6% (2)	0.0% (0)	
<i>PLO 2 - Critical Analysis: Theoretical Framework</i>	89.2% (307)	8.7% (30)	2.0% (7)	0.0% (0)	0.0% (0)	
<i>PLO 2 - Critical Analysis: Theory Application</i>	85.2% (293)	11.9% (41)	2.9% (10)	0.0% (0)	0.0% (0)	
<i>PLO 2 - Critical Analysis: Critical Analysis</i>	76.5% (263)	16.6% (57)	6.4% (22)	0.6% (2)	0.0% (0)	
<i>PLO 2 - Critical Analysis: APA and Sources</i>	70.1% (241)	16.0% (55)	9.9% (34)	3.5% (12)	0.0% (0)	
<i>PLO 2 - Critical Analysis: Writing Mechanics</i>	65.7% (226)	24.4% (84)	6.4% (22)	2.6% (9)	0.0% (0)	
Average Performance Levels	79.5%	14.3%	4.8%	1.2%	0.0%	

OLCU-614						n =18
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	Not Complete	
<i>PLO 5 - Collaboration: Key Insights</i>	44.4% (8)	38.9% (7)	16.7% (3)	0.0% (0)	0.0% (0)	
<i>PLO 5 - Collaboration: Application</i>	22.2% (4)	44.4% (8)	16.7% (3)	16.7% (3)	0.0% (0)	
<i>PLO 5 - Collaboration: Critical Analysis</i>	22.2% (4)	27.8% (5)	33.3% (6)	16.7% (3)	0.0% (0)	



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<i>PLO 5 - Collaboration: Writing Mechanics</i>	11.4% (8)	38.9% (7)	16.7% (3)	0.0% (0)	0.0% (0)
Average Performance Levels	25.0%	25.0%	25.0%	25.0%	0.0%

OLCU-615		n =251			
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	Not Complete
<i>PLO 6 - Change: Change Initiative Description</i>	90.0% (226)	7.2% (18)	2.4% (6)	0.0% (0)	0.0% (0)
<i>PLO 6 - Change: Change Diagnosis</i>	81.3% (204)	15.9% (40)	2.8% (7)	0.0% (0)	0.0% (0)
<i>PLO 6 - Change: Change Strategy</i>	86.5% (217)	9.2% (23)	4.0% (10)	0.4% (1)	0.0% (0)
<i>PLO 6 - Change: Benefits</i>	80.9% (203)	13.5% (34)	4.4% (11)	1.2% (3)	0.0% (0)
<i>PLO 6 - Change: Critical Analysis</i>	76.1% (191)	19.9% (50)	3.6% (9)	0.4% (1)	0.0% (0)
<i>PLO 6 - Change: APA and Sources</i>	69.7% (175)	20.7% (52)	7.2% (18)	2.4% (6)	0.0% (0)
<i>PLO 6 - Change: Writing Mechanics</i>	72.1% (181)	19.1% (48)	8.4% (21)	0.4% (1)	0.0% (0)
Average Performance Levels	79.5%	15.1%	4.7%	0.7%	0.0%

OLCU-681		n =314			
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	Not Complete
<i>PLO 1 - Leadership: Issue Description</i>	79.9% (251)	14.6% (46)	4.1% (13)	0.6% (2)	0.3% (1)
<i>PLO 1 - Leadership: Writing Mechanics</i>	63.4% (199)	28.0% (88)	6.7% (21)	1.6% (5)	0.0% (0)
<i>PLO 1 - Leadership: Ethics</i>	69.1% (217)	17.5% (55)	11.1% (35)	2.2% (7)	0.0% (0)
<i>PLO 1 - Leadership: Systems Thinking</i>	77.7% (244)	15.3% (48)	5.7% (18)	1.3% (4)	0.0% (0)
<i>PLO 1 - Leadership: Organizational Dynamics</i>	78.7% (247)	14.6% (46)	5.7% (18)	1.0% (3)	0.0% (0)
<i>PLO 1 - Leadership: Teams</i>	61.8% (194)	26.1% (82)	9.9% (31)	1.9% (6)	0.0% (0)
<i>PLO 1 - Leadership: Change</i>	72.6% (228)	17.8% (56)	8.0% (25)	1.0% (3)	0.0% (0)
<i>PLO 1 - Leadership: Integrated Leadership Analysis</i>	65.6% (206)	20.1% (63)	10.2% (32)	3.8% (12)	0.0% (0)



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<i>PLO 1 - Leadership: Recommendations</i>	57.0% (179)	28.0% (88)	9.9% (31)	4.5% (14)	0.6% (2)
<i>PLO 1 - Leadership: APA</i>	50.3% (158)	29.3% (92)	15.0% (47)	5.4% (17)	0.0% (0)
Average Performance Levels	67.6%	21.1%	8.6%	2.3%	0.1%

Notes:

1. Cases where a student did not upload an assignment (coded as "no submission" in the extract from GradeMark) were excluded from the analysis.
2. In cases where the mastery assignment was a group project, only the assignment submitted by the group leader was included in the analysis.
3. All rows may not add up to 100% reflecting missing rubric points.
4. Data unavailable for OLCU-650