



**LEARNING OUTCOMES DATA REPORT
MA in Organizational Leadership
Fall 1 2017 - Summer 1 2019**

Aggregated Results

OLCU-601						n =297
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	Not Complete	
<i>PLO 4 - Ethics: Ethical Theory and Framework</i>	87.9% (261)	10.4% (31)	1.0% (3)	0.7% (2)	0.0% (0)	
<i>PLO 4 - Ethics: Application</i>	85.2% (253)	13.1% (39)	1.0% (3)	0.7% (2)	0.0% (0)	
<i>PLO 4 - Ethics: Critical Analysis</i>	73.7% (219)	23.2% (69)	2.7% (8)	0.3% (1)	0.0% (0)	
<i>PLO 4 - Ethics: Sources</i>	82.8% (246)	9.8% (29)	3.7% (11)	2.7% (8)	0.0% (0)	
<i>PLO 4 - Ethics: Writing Mechanics</i>	57.9% (172)	30.3% (90)	7.1% (21)	4.4% (13)	0.0% (0)	
Average Performance Levels	77.5%	17.4%	3.1%	1.8%	0.0%	

OLCU-602						n =249
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	Not Complete	
<i>PLO 3 - Systems: Content Accuracy re: System Theory/Concepts/Models</i>	93.6% (233)	6.0% (15)	0.4% (1)	0.0% (0)	0.0% (0)	
<i>PLO 3 - Systems: Application of Systems Theory/Concepts/Models</i>	79.9% (199)	18.9% (47)	1.2% (3)	0.0% (0)	0.0% (0)	
<i>PLO 3 - Systems: Critical Analysis</i>	76.3% (190)	21.3% (53)	2.4% (6)	0.0% (0)	0.0% (0)	
<i>PLO 3 - Systems: Use of Sources</i>	76.7% (191)	13.7% (34)	7.2% (18)	2.4% (6)	0.0% (0)	
<i>PLO 3 - Systems: Writing Mechanics and APA</i>	62.2% (155)	30.1% (75)	7.6% (19)	0.0% (0)	0.0% (0)	
Average Performance Levels	77.7%	18.0%	3.8%	0.5%	0.0%	

OLCU-613						n =311
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	Not Complete	
<i>PLO 2 - Critical Analysis: Situation Description</i>	93.6% (291)	4.5% (14)	1.0% (3)	0.6% (2)	0.0% (0)	
<i>PLO 2 - Critical Analysis: Theoretical Framework</i>	92.6% (288)	6.4% (20)	0.3% (1)	0.6% (2)	0.0% (0)	
<i>PLO 2 - Critical Analysis: Theory Application</i>	91.0% (283)	8.4% (26)	0.0% (0)	0.6% (2)	0.0% (0)	
<i>PLO 2 - Critical Analysis: Critical Analysis</i>	85.5% (266)	12.2% (38)	1.9% (6)	0.3% (1)	0.0% (0)	
<i>PLO 2 - Critical Analysis: APA and Sources</i>	77.8% (242)	12.2% (38)	7.4% (23)	2.3% (7)	0.0% (0)	
<i>PLO 2 - Critical Analysis: Writing Mechanics</i>	76.8% (239)	15.8% (49)	5.5% (17)	1.9% (6)	0.0% (0)	
Average Performance Levels	86.2%	9.9%	2.7%	1.0%	0.0%	

OLCU-614						n =136
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	Not Complete	
<i>PLO 5 - Collaboration: Key Insights</i>	86.0% (117)	13.2% (18)	0.7% (1)	0.0% (0)	0.0% (0)	
<i>PLO 5 - Collaboration: Application</i>	90.4% (123)	9.6% (13)	0.0% (0)	0.0% (0)	0.0% (0)	
<i>PLO 5 - Collaboration: Critical Analysis</i>	89.7% (122)	9.6% (13)	0.7% (1)	0.0% (0)	0.0% (0)	
<i>PLO 5 - Collaboration: Writing Mechanics</i>	81.6% (111)	16.2% (22)	1.5% (2)	0.7% (1)	0.0% (0)	
Average Performance Levels	86.9%	12.1%	0.7%	0.2%	0.0%	

OLCU-615						n =328
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	Not Complete	
<i>PLO 6 - Change: Change Initiative Description</i>	92.1% (302)	6.4% (21)	1.2% (4)	0.3% (1)	0.0% (0)	
<i>PLO 6 - Change: Change Diagnosis</i>	82.6% (271)	13.7% (45)	3.4% (11)	0.3% (1)	0.0% (0)	
<i>PLO 6 - Change: Change Strategy</i>	81.4% (267)	13.1% (43)	4.3% (14)	1.2% (4)	0.0% (0)	
<i>PLO 6 - Change: Benefits</i>	83.2% (273)	11.6% (38)	4.3% (14)	0.9% (3)	0.0% (0)	
<i>PLO 6 - Change: Critical Analysis</i>	76.8% (252)	16.2% (53)	5.8% (19)	0.9% (3)	0.0% (0)	
<i>PLO 6 - Change: APA and Sources</i>	63.1% (207)	17.1% (56)	17.4% (57)	2.1% (7)	0.0% (0)	
<i>PLO 6 - Change: Writing Mechanics</i>	75.6% (248)	18.0% (59)	5.2% (17)	0.9% (3)	0.0% (0)	
Average Performance Levels	79.3%	13.7%	5.9%	0.9%	0.0%	

OLCU-681						n 55
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	Not Complete	
<i>PLO 1, 5 - Leadership, Collaboration: Establishes framework (Chapter 1)</i>	80.0% (44)	18.2% (10)	0.0% (0)	1.8% (1)	0.0% (0)	
<i>PLO 1, 5 - Leadership, Collaboration: Leadership Theory (Chapter 2)</i>	85.5% (47)	14.5% (8)	0.0% (0)	0.0% (0)	0.0% (0)	
<i>PLO 1, 5 - Leadership, Collaboration: Self as Leader (Chapter 3)</i>	80.0% (44)	18.2% (10)	1.8% (1)	0.0% (0)	0.0% (0)	
<i>PLO 1, 5 - Leadership, Collaboration: Leadership in Context (Chapter 4)</i>	63.6% (35)	29.1% (16)	0.0% (0)	0.0% (0)	0.0% (0)	
<i>PLO 1, 5 - Leadership, Collaboration: Conclusion (Chapter 5)</i>	76.4% (42)	10.9% (6)	9.1% (5)	3.6% (2)	0.0% (0)	
<i>PLO 1, 5 - Leadership, Collaboration: Writing</i>	70.9% (39)	23.6% (13)	3.6% (2)	0.0% (0)	0.0% (0)	
<i>PLO 1, 5 - Leadership, Collaboration: Style (APA)</i>	58.2% (32)	23.6% (13)	10.9% (6)	5.5% (3)	0.0% (0)	
Average Performance Levels	73.5%	19.7%	3.6%	1.6%	0.0%	

OLCU-681				B n=144	
Rubric Criterion	Exemplary	Proficient	Developing	Emerging	Not Complete
<i>PLO 1 - Leadership: Issue Description</i>	85.4% (123)	12.5% (18)	1.4% (2)	0.0% (0)	0.0% (0)
<i>PLO 1 - Leadership: Writing Mechanics</i>	70.1% (101)	23.6% (34)	3.5% (5)	2.1% (3)	0.0% (0)
<i>PLO 1 - Leadership: Ethics</i>	85.4% (123)	12.5% (18)	2.1% (3)	0.0% (0)	0.0% (0)
<i>PLO 1 - Leadership: Systems Thinking</i>	80.6% (116)	15.3% (22)	3.5% (5)	0.7% (1)	0.0% (0)
<i>PLO 1 - Leadership: Organizational Dynamics</i>	84.7% (122)	11.1% (16)	2.8% (4)	0.7% (1)	0.7% (1)
<i>PLO 1 - Leadership: Teams</i>	75.7% (109)	18.1% (26)	4.2% (6)	0.7% (1)	0.0% (0)
<i>PLO 1 - Leadership: Change</i>	79.2% (114)	17.4% (25)	2.8% (4)	0.0% (0)	0.0% (0)
<i>PLO 1 - Leadership: Integrated Leadership Analysis</i>	73.6% (106)	17.4% (25)	6.3% (9)	2.1% (3)	0.0% (0)
<i>PLO 1 - Leadership: Recommendations</i>	73.6% (106)	20.1% (29)	1.4% (2)	3.5% (5)	0.7% (1)
<i>PLO 1 - Leadership: APA</i>	70.8% (102)	20.1% (29)	6.9% (10)	0.7% (1)	0.0% (0)
Average Performance Levels	77.9%	16.8%	3.5%	1.1%	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.