Assurance of Learning
Learning Goals and Objectives Assessment Summary Report
July 13, 2015
DRAFT

Program/Courses: Masters of Business Administration: **Managing Organizational Design & Change**	
Assessment Leader: Frank Andrews **Assessment Leader email:** frank_andrews@uml.edu **Assessment Leader Campus Phone #:** 978.934.2816	
Learning Goal(s) Assessed: Learning Goal 2: **Team Leadership & Team Membership**	
Date of previous assessment(s) of this Learning Objective: Spring 2013	
Date of this Assessment: Spring 2015	
Assessment Method: Course embedded assignments and the use of SurveyMonkey	
Specific Assignment Used for Assessment: Case assignment	
Total Population Size from which Sample Taken: • 2 sections of classes, N = 24 • Kainen and Vacarra	**Sample Size:** 9 of 24, or 37.5%
Names and Position of Assessors: Peer Evaluations	
Measurement System Analysis: Students used a rubric that was posted on SurveyMonkey to respond to questions. This work was completed during the spring 2015 semester.	
Internal Performance Benchmark: Using a scale of; **Poor (1), Fair (2), Good (3) or Excellent (4)** the Manning School of Business strives to have our students perform at an "Excellent" level.	
Summary of Results Against Internal Performance Benchmarks: See Tables 1 and 2 below. The students evaluated their teammates as "Excellent" leaders with an overall average of 4.14. And they were "Good to Excellent" teammates averaging 3.67.	
Date of Review of Results by Program or Major: The GPC of the Manning School of Business will review these findings in the Fall 2015 semester.	
Scheduled next assessment of this/these Learning Objective(s): SPRING 2018	
Date of review by Responsible Associate Dean(s): July 13, 2015	
Brief Self-Assessment of Process Used **Strengths:** The Survey Monkey instrument used allows for student anonymity and should provide a measure of reliability (consistency) and validity (measuring what we want). **Opportunities for Improvement:** The sample size increased. Faculty are generally very supportive of the assessment process but the participation by students is voluntary.	
Opportunities for Improvement Identified: TBD by the Graduate Programs Committee	
Opportunities for Improvement Implemented (include description of changes to curriculum, etc., and dates implemented): TBD	

Table 1 & 2

An indicator of "Leadership Skills" is the ability to identify goals and direct followers toward them. A POOR rating would be for teammate who NEVER achieved the above. A FAIR rating would be for teammate who OCCAISIONALLY achieved the above. A GOOD rating would be for a teammate who FREQUENTLY achieved the above. An EXCELLENT rating would be for a teammate who MOST ALWAYS achieved the above.

Answer Options	Poor	Fair	Good	Excellent	Rating Average	Response Count
This indicator of "Leadership" is the ability to identify goals and direct followers toward them.	0	0	5	4	4.50	9
					answered question	9
					skipped question	0

An indicator of "Leadership Skills" is the ability to provide the necessary information and resources to the team. A POOR rating would be for teammate who NEVER achieved the above. A FAIR rating would be for teammate who OCCAISIONALLY achieved the above. A GOOD rating would be for a teammate who FREQUENTLY achieved the above. An EXCELLENT rating would be for a teammate who MOST ALWAYS achieved the above.

Answer Options	Poor	Fair	Good	Excellent	Rating Average	Response Count
This indicator of "Leadership Skills" is the ability to provide the necessary information and resources to the team.	0	0	4	4	4.00	8
					answered question	8
					skipped question	1

An indicator of "Leadership Skills" is the ability to clarify performance expectations and timeframes to the team. A POOR rating would be for teammate who NEVER achieved the above. A FAIR rating would be for teammate who OCCAISIONALLY achieved the above. A GOOD rating would be for a teammate who FREQUENTLY achieved the above. An EXCELLENT rating would be for a teammate who MOST ALWAYS achieved the above.

Answer Options	Poor	Fair	Good	Excellent	Rating Average	Response Count
This indicator of "Leadership Skills" is the ability to clarify performance expectations and timeframes to the team.	0	0	4	4	4.00	8
					answered question	8
					skipped question	1

An indicator of "Leadership Skills" is the ability to empower others by encouraging dissent on the team. A POOR rating would be for teammate who NEVER achieved the above. A FAIR rating would be for teammate who OCCAISIONALLY achieved the above. A GOOD rating would be for a teammate who FREQUENTLY achieved the above. An EXCELLENT rating would be for a teammate who MOST ALWAYS achieved the above.

Answer Options	Poor	Fair	Good	Excellent	Rating Average	Response Count
This indicator of "Leadership Skills" is the ability to empower others by encouraging dissent on the team.	0	0	4	4	4.00	8
					answered question	8
					skipped question	1

An indicator of "Team Membership Skills" is the ability to identify and recommend a change requirement to other team members. A POOR rating would be for teammate who NEVER achieved the above. A FAIR rating would be for teammate who OCCAISIONALLY achieved the above. A GOOD rating would be for a teammate who FREQUENTLY achieved the above. An EXCELLENT rating would be for a teammate who MOST ALWAYS achieved the above.

Answer Options	Poor	Fair	Good	Excellent	Rating Average	Response Count
This indicator of "Team Membership Skills" is the ability to identify and recommend a change requirement to other team members.	0	1	3	4	2.67	8
					answered question	8
					skipped question	1

An indicator of "Team Membership Skills" is the ability to openly question and listen to other team members to achieve consensus on the required change. A POOR rating would be for teammate who NEVER achieved the above. A FAIR rating would be for teammate who OCCAISIONALLY achieved the above. A GOOD rating would be for a teammate who FREQUENTLY achieved the above. An EXCELLENT rating would be for a teammate who MOST ALWAYS achieved the above.

Answer Options	Poor	Fair	Good	Excellent	Rating Average	Response Count
This indicator of "Team Membership Skills" is the ability to openly question and listen to other team members to achieve consensus on the required change.	0	0	3	5	4.00	8
					answered question	8
					skipped question	1

An indicator of "Team Membership Skills" is the ability to collaboratively develop and assess multiple alternatives for achieving the change. A POOR rating would be for teammate who NEVER achieved the above. A FAIR rating would be for teammate who OCCAISIONALLY achieved the above. A GOOD rating would be for a teammate who FREQUENTLY achieved the above. An EXCELLENT rating would be for a teammate who MOST ALWAYS achieved the above.

Answer Options	Poor	Fair	Good	Excellent	Rating Average	Response Count
This indicator of "Team Membership Skills" is the ability to collaboratively develop and assess multiple alternatives for achieving the change.	0	0	3	5	4.00	8
					answered question	8
					skipped question	1

An indicator of "Team Membership Skills" is the ability to interactively develop an action plan for implementing the change. A POOR rating would be for teammate who NEVER achieved the above. A FAIR rating would be for teammate who OCCAISIONALLY achieved the above. A GOOD rating would be for a teammate who FREQUENTLY achieved the above. An EXCELLENT rating would be for a teammate who MOST ALWAYS achieved the above.

Answer Options	Poor	Fair	Good	Excellent	Rating Average	Response Count
This indicator of "Team Membership Skills" is the ability to interactively develop an action plan for implementing the change.	0	0	4	4	4.00	8
					answered question	8
					skipped question	1