Annual Assessment Report for Academic Programs

The University Assessment Team advocates for the enhancement of student learning through purposeful, meaningful, and feasible student-outcomes assessment practices. The Assessment Team seeks to collaborate with programs, departments, and units to ensure that effective assessment of student learning occurs across the University. To assist in meeting this goal, the Team requests that you complete this Annual Assessment Report form to document student learning in your program. A PDF version of this completed form will be posted to the Academic Affairs Assessment website. Please note that this Annual Assessment Report form should only be completed after you have an Assessment Plan for Academic Programs forms on file with the University Assessment Team. The plan is completed once and only updated when revisions have been made to components of the plan.

1. Degree Level and Program Name: MS Ethical Leadership

2. College/School: College of Business Administration

3. Assessment Overview - Briefly share how student learning outcomes assessment is conducted within your program/department (e.g. number of outcomes, examples of assignments used, and frequency of assessment).

For our MSEL Program, we have four learning goals and in specific we have eight learning objectives, including Social Responsibility, Ethics, Motivation, Innovation, Written Communication, Oral Communication, Diversity of Thought, and Teams. We assess our MSEL Program once per academic year. We use direct measures from embedded assignments, for example, short essay questions, final exams, in-class discussions, presentations, case studies, web-based simulation games, and online team building games.

4. Student Learning Outcomes -Which student learning outcome(s) from the assessment plan filed with the University Assessment Team is/are being reported on in this report? Include the corresponding benchmark(s) for each outcome.

Goal 1: A graduate of the MSEL program will be able to use an ethical and social responsibility perspective when making decisions.
- Objective 1: A graduate of the MSEL program can identify socially responsible relationships that organizations have with their stakeholders.
- Objective 2: A graduate of the MSEL program will show that she or he can know the language and tools for ethical analysis and be able to apply them.

Goal 2: A graduate of the MSEL program will be prepared to lead in various organizational contexts.
- Objective 1: A graduate of the MSEL program can identify and apply a theory of motivation.
- Objective 2: A graduate of the MSEL program can comprehend and engage in processes of creativity and innovation.

Goal 3: A graduate of the MSEL program will be able to effectively communicate.
- Objective 1: A graduate of the MSEL program can demonstrate that she or he can write effectively.
- Objective 2: A graduate of the MSEL program can demonstrate that she or he can give a successful individual or team oral presentation.

Goal 4: A graduate of the MSEL program will be able to work together to achieve collective goals.
- Objective 1: A graduate of the MSEL can leverage diversity of team members through integrative thinking.
- Objective 2: A graduate of the MSEL program can affect team performance.

All of the above learning objectives have 80% target rate.

5. **Institutional Outcomes** - For which institutional outcome(s) do the reported student learning outcome(s) align?

SLO Outcome Alignment	Institutional Outcome
Yes	I. Jesuit & Mercy Values
Yes	II. Diversity & Cultural Awareness
Yes	III. Critical Thinking & Problem Solving
Yes	IV. Communication
Yes	V. Professionalism
	VI. Lifelong Learning

6. **Assessment Period:** Select the academic year for which you are reporting results (i.e. when data were collected):

2022-2023

7. **Results, Planned Actions, and/or Actions Taken** -Briefly summarize the assessment results, how they relate to benchmark(s), and how you are using them to enhance student learning and improve program quality.

Goal 1: Ethical and Social Responsibility
- Objective 1: Social Responsibility 96.3%
- Objective 2: Ethics 96.3%

Goal 2: Leadership
- Objective 1: Motivation 100.0%
- Objective 2: Innovation 91.7%

Goal 3: Effective Communication
- Objective 1: Written 100.0%
- Objective 2: Oral 95.2%

Goal 4: Collaboration
- Objective 1: Diversity of Thoughts: only two students from the initial cohort enrolled in the course where this was assessed
- Objective 2: Teams 90.0%

All of the above learning objectives meet our 80% target rate, except the one for diversity of thoughts in which only two students from the initial cohort enrolled in the class. Upon reviewing the results, the areas requiring immediate improvement are innovation and teams, both of which received the lowest scores among all learning objectives. To improve students learning in innovation, the proposed actions are: 1) implement a revised term paper where students are required to present their ideas on how to address an organizational change or leadership challenge, and 2) introducing a weekly discussion of scholarly articles. To improve students learning in teams, the proposed action involves incorporating more case studies to provide teams with increased opportunities to practice throughout a semester.

Attachment(s):

None