



## **College of Business & Economics**

### **Assurance of Learning**

Program Learning Objective (PLO): Leadership & Teamwork  
Winter 2015

## **MBA PLO2; LO2A**

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**MBA Learning Goal 2: Students who graduate will be effective communicators in a diverse and global environment.** [Statement is prior to quarter to semester revisions]

**CBE Learning Objective 2A:**

Students who graduate will demonstrate leadership and team working skills. [Statement is prior to revisions]

**Assessed Term:** Winter 2015

**Assessed Course:** MGMT 6800

**Curriculum Alignment:**

Students take MGMT 6800 as a capstone course. Students take MGMT 6800 as a graduate capstone course. This is a core-required course for students completing the MBA program. The course is an integrative capstone experience in which students learn to conduct a strategic situational analysis, identify strategic alternatives and write an implementation plan for a strategic initiative. Real world organizational opportunities relating to globalization, innovation and sustainability are emphasized. This course includes group work assignments.

**Participating Faculty:** 2 faculty members.

**Methods & Procedures:**

Students participate in a CAPSIM simulation embedded in the capstone course. Students are placed into groups to run a company throughout the duration of the course and must work in teams ranging from 3 to 4 members.

*Winter 2015 piloted a new method for assessing oral communications. To prevent conflation of assessment with grading, and to accurately retrieve reliable and consistent data, external assessors were used in the assessment of Oral Communications and Teamwork. Faculty from the business communications department were brought in to be external assessors in capstone courses. The faculty used the AAC&U Teamwork rubric, which was previously selected by faculty upon review of measurement tools. Assessment personnel would coordinate with teaching faculty and assessing faculty on dates and times, as well as proper procedures. Communications faculty assessed students according to rubric and noted observations regarding possible edits to improve the rubric and make the tool more applicable to the program and effective in measuring the learning objective overall.*

**Assessment Measurement Tool Used:**

- External faculty assessors.
- Compiled graduate teamwork & leadership rubric from third party sources.

**Status of Assessment:** Completed.

**Artifacts Archived:** Score sheets with faculty feedback reported and saved.

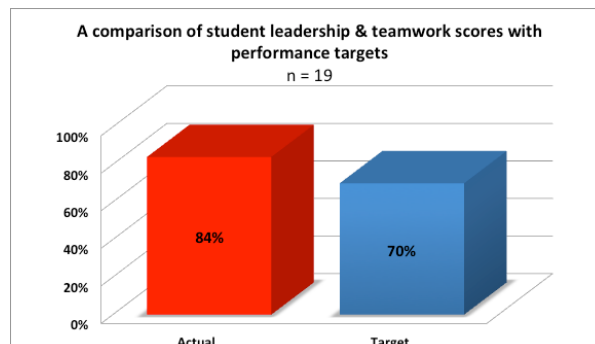
**Performance Targets:**

- 75% of students will meet or exceed expectations.
- Less than 10% of students will score “1” (below expectations) on any “trait” in the rubric.

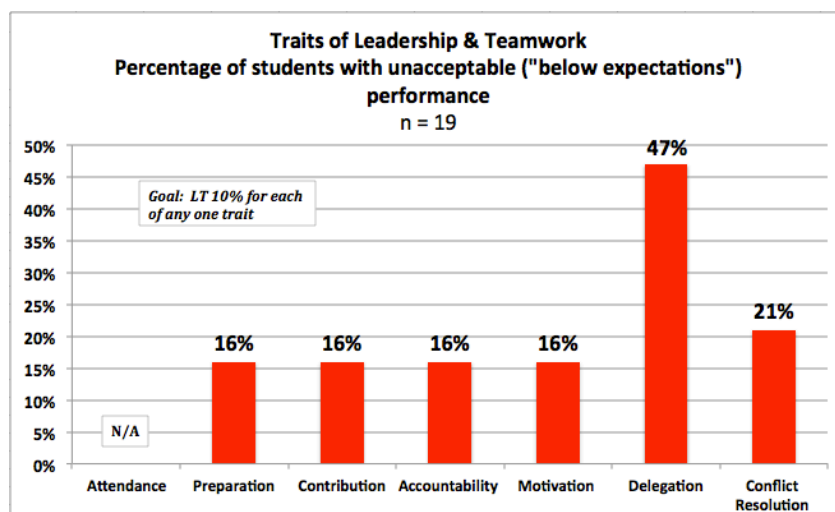
## Data Summary & Analysis:

The following graphics display the results and findings from the conducted assessment.

As depicted in the graphics, our students' overall leadership and teamwork scores met performance targets. Proficiency benchmarks were set at 75% of students falling under Meeting or Exceeding expectations. Findings show 84% of students assessed met or exceeded expectations. For additional data refer to individual trait analysis where data may be more telling of area weaknesses.

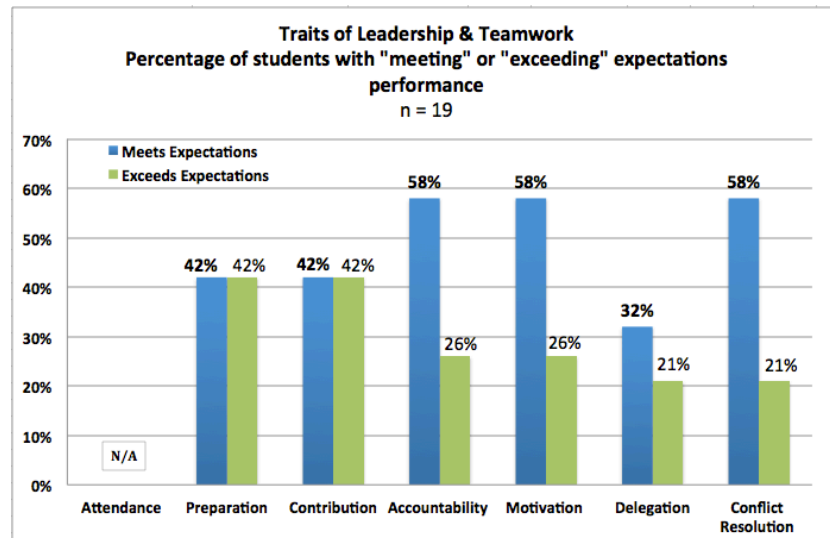


With regard to the individual components of leadership & teamwork that are described on the rubric, our proficiency benchmark was set at less than 10% of our students scoring "below expectations" on any single trait assessed. Findings show students did not meet proficiency benchmarks for all traits measured.



To score 'below expectations' on Trait #2: Preparation, student "fails to do reading or research prior to meetings or student fails to complete specific assignments prior to scheduled meeting." To score 'below expectations' on Trait #3: Contribution, student "rarely speaks or contributes positive ideas/suggestions during meetings." To score 'below expectations' on Trait #4: Accountability, student "rarely volunteers or accepts responsibility for group work." To score 'below expectations' on Trait #5: Motivation, student "fails to motivate team members to contribute to the accomplishment of team goals." To score 'below expectations' on Trait #6:

Delegation, student “does the majority of the work or assigns all the work to others.” To score ‘below expectations’ on Trait #7: Conflict Resolution, student “ignores interpersonal conflict or contributes to the problem by a lack of objectivity or fairness.”



**Preliminary Closing the Loop Suggestions:**

- Continued implementation of MBA Leadership Boot Camps
  - Suggest efforts to modify slightly to target weak traits
- Continued implementation of CAPSIM simulation in capstone course MGMT 6800