

ASSURANCE OF LEARNING

Assessment Report

Program: MBA

Term: Spring 2019 (Hayward only)

LEARNING OBJECTIVE	2A: Students who graduate will demonstrate leadership and teamwork skills.
MAPPED COURSE	BUS 601: Leadership and Communication in Organizations
CURRICULUM ALIGNMENT	Courses mapped as introducing LO 2A: BUS 601 Courses mapped as developing LO 2A: BUS 603 Courses mapped as mastering LO 2A: BUS 693
# OF PARTICIPATING FACULTY	2 faculty members
METHODS & PROCEDURES	Faculty assessed students based on observations throughout the semester, group work assignments, and peer review assessments completed by students and submitted to the faculty. Faculty also used responses to a quiz developed to assess student interactions within the group.
ASSESSMENT TOOL	CBE Developed Rubric (<i>see end of report for rubric</i>)
PERFORMANCE TARGETS	75% of students will meet expectations. Less than 10% of students will score “1” (below) on any “trait” in the rubric.

Data Analysis Summary

There are two targets set for this learning objective, (1) 75% of students will meet or exceed expectations, and (2) less than 10% of students will score “1” (below expectation) on any “trait” in the rubric. Overall, 100% of students met expectations on the learning objective, meeting the first performance target. A total of 32 students were assessed.

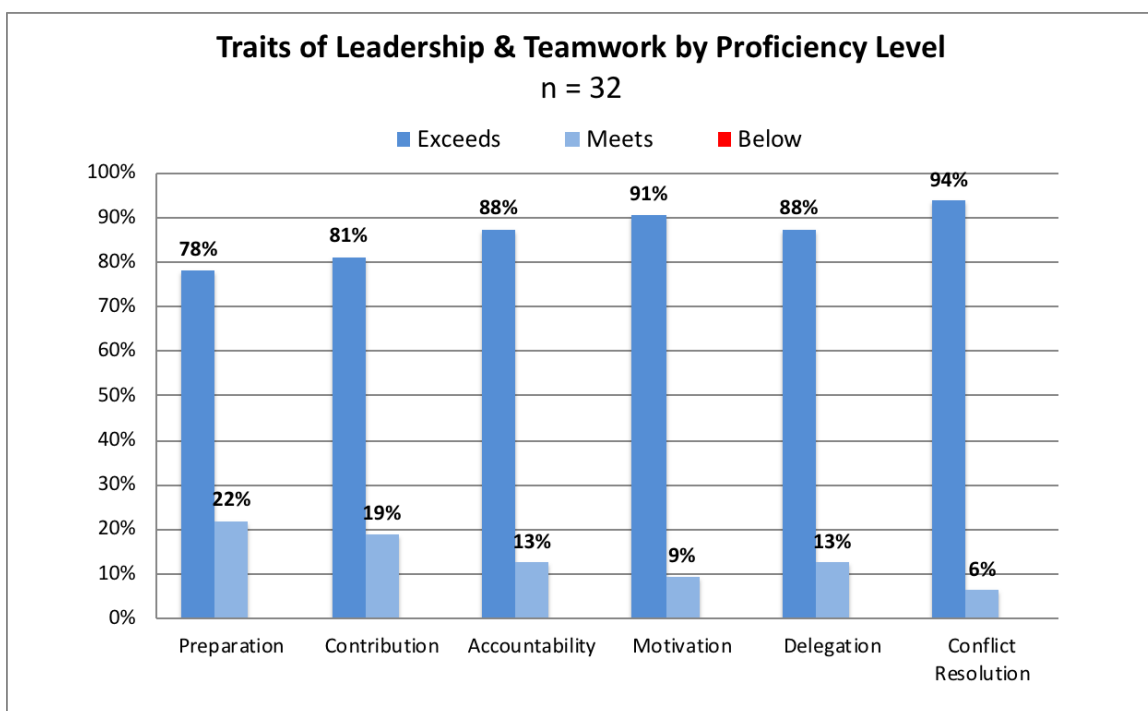
n = 32	Preparation	Contribution	Accountability	Motivation	Delegation	Conflict Resolution
Meets Expectations	100%	100%	100%	100%	100%	100%
Does Not Meet Expectations	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	200%
Overall Score	100%					

Assessment Scores by Individual Traits.

Regarding the second performance target that less than 10% of students will score “1” (below expectation) on any “trait” in the rubric. Results show students met this assessment target.

Detailed Assessment Scores by Individual Traits

By Individual Traits	Preparation	Contribution	Accountability	Motivation	Delegation	Conflict Resolution
Exceeds	78%	81%	88%	91%	88%	94%
Meets	22%	19%	13%	9%	13%	6%
Below	0%	0%	0%	0%	0%	0%



**Percentages may not add to 100% due to rounding.*

Next Steps

- Share report with faculty and administrators
- Program Committee to call for review meeting
- Conduct Closing the Loop meeting
- Complete Closing the Loop Handout
- Share Closing the Loop Handout with Curriculum Committee
- Approval by Curriculum Committee
- Share Closing the Loop Handout with Dean's Office'

- Approval by Dean's Office
- Share Closing the Loop Handout with Faculty
- Publish results and findings
- Publish meeting minutes
- Implement Actions
- Track Actions

Rubric

L02A: Leadership & Teamwork			
Traits	Exceeds Expectations (6-8 pts)	Meets Expectations (3-5 pts)	Below Expectations (0-2 pts)
Trait 1: Preparation: <i>Student is prepared for meetings</i>	Student not only completes required readings and research, but does additional research or readings to enhance group objectives.	Student completes required readings and research prior to meeting & student completes specific tasks or assignments.	Student fails to do reading or research prior to meetings or student fails to complete specific assignments prior to scheduled meeting
Trait 2: Contribution: <i>Student contributes ideas to meetings</i>	Student provides both ideas and suggestions that greatly enhance the team effort and stimulate others to contribute.	Student participates in group discussions and makes an effort to provide positive input.	Student rarely speaks or contributes positive ideas/suggestions during meetings.
Trait 3: Accountability: <i>Student offers to take responsibility for group tasks</i>	Student frequently volunteers to accept responsibility for group tasks, and always accepts responsibility when assigned tasks by other team	Student normally volunteers or accepts responsibility for group work.	Student rarely volunteers or accepts responsibility for group work.
Trait 4: Motivation: <i>Student motivates team members to contribute to the accomplishment of team goals</i>	Student motivates team members to contribute to the accomplishment of team goals and persuades team members to surpass expectations...	Student motivates team members to contribute to the accomplishment of team goals.	Student does not engage with team members to contribute to the accomplishment of team goals.
Trait 5: Delegation: <i>Student assigns tasks and responsibilities to other members</i>	Student bases assignments on skills of members and helps when members encounter difficulties.	Student assigns tasks among members fairly and expects members to fulfill them.	Student does the majority of the work or assigns all the work to others.
Trait 6: Conflict Resolution: <i>Student helps to find solutions to interpersonal conflict between group members.</i>	Student uses mediation and consultation to help members see other points of view. Student is a good listener and recognizes difference between task, situational and relational or personality conflicts.	Student helps to resolve interpersonal conflicts in a reasonable way.	Student ignores interpersonal conflict or contributes to the problem by a lack of objectivity or fairness.
source: external rubric adopted and modified by CBE faculty			

End of Report