CALIFORNIA STATE
UNIVERSITY
E A S T   B A Y

College of Business & Economics

Assurance of Learning

Program Learning Objective (PLO): Leadership & Teamwork
Spring 2017

MBA
PLO2; LO2A

MBA Learning Goal 2: Students who graduate will have leadership, team building, and advanced communication skills in diverse and cross-cultural managerial environments.
[Statement includes changes made during quarter to semester revisions.]

CBE Learning Objective 2A: Students who graduate will demonstrate leadership and teamwork skills. *[Statement includes changes made during quarter to semester revisions.]*

Assessed Term: Spring 2017

Assessed Course: MGMT 6800

Curriculum Alignment:
This is a core 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 requires students to work in group projects.

Participating Faculty: 1 member.

Methods & Procedures:
Students worked together and prepared a presentation in the form of a 'Stockholder Debriefing' of their company from the Capsim simulation integrated into their course.

Assessment Measurement Tool Used:
- Graduate Leadership & Teamwork rubric.

Status of Assessment: Completed.

Artifacts Archived: Score sheets archived.

Performance Targets:

There are two targets set for this skill, (1) 75% of students will meet or exceed expectations; and (2) less than 10% of students will score "1" (below expectations) on any "trait" in the rubric. Overall, 77% of students met expectations on the learning objective.

n = 26	Trait 1	Trait 2	Trait 3	Trait 4	Trait 5	Trait 6
Meets Expectations	73%	81%	81%	73%	73%	81%
Does Not Meet Expectations	27%	19%	19%	27%	27%	19%
Total	100%	100%	100%	100%	100%	100%
Overall Score	**77%**					

Data Summary & Analysis

Overall Assessment Scores by Individual Trait:

Assessed Traits n = 26	Meets Expectation	Below Expectation
Trait 1: Preparation	73%	27%
Trait 2: Contribution	81%	19%
Trait 3: Accountability	81%	19%
Trait 4: Motivation	73%	27%
Trait 5: Delegation	73%	27%
Trait 6: Conflict Resolution	81%	19%

> ** Meets expectations = Meets expectations + Exceeds expectations*

Detailed Assessment Scores by Individual Trait*:

By Individual Trait	Trait 1: Preparation	Trait 2: Contribution	Trait 3: Accountability	Trait 4: Motivation	Trait 5: Delegation	Trait 6: Conflict Resolution
Exceeds Expectations (6-8 pts)	35%	35%	35%	35%	35%	35%
Meets Expectations (3-5 pts)	38%	46%	46%	38%	38%	46%
Below Expectations (0-2 pts)	27%	19%	19%	27%	27%	19%

Traits of Leadership & Teamwork by Proficiency Level
N = 26

	Preparation	Contribution	Accountability	Motivation	Delegation	Conflict Resolution
Exceeds Epectation	35%	35%	35%	35%	35%	35%
Meets Epectation	38%	46%	46%	38%	38%	46%
Below Epectation	27%	19%	19%	27%	27%	19%
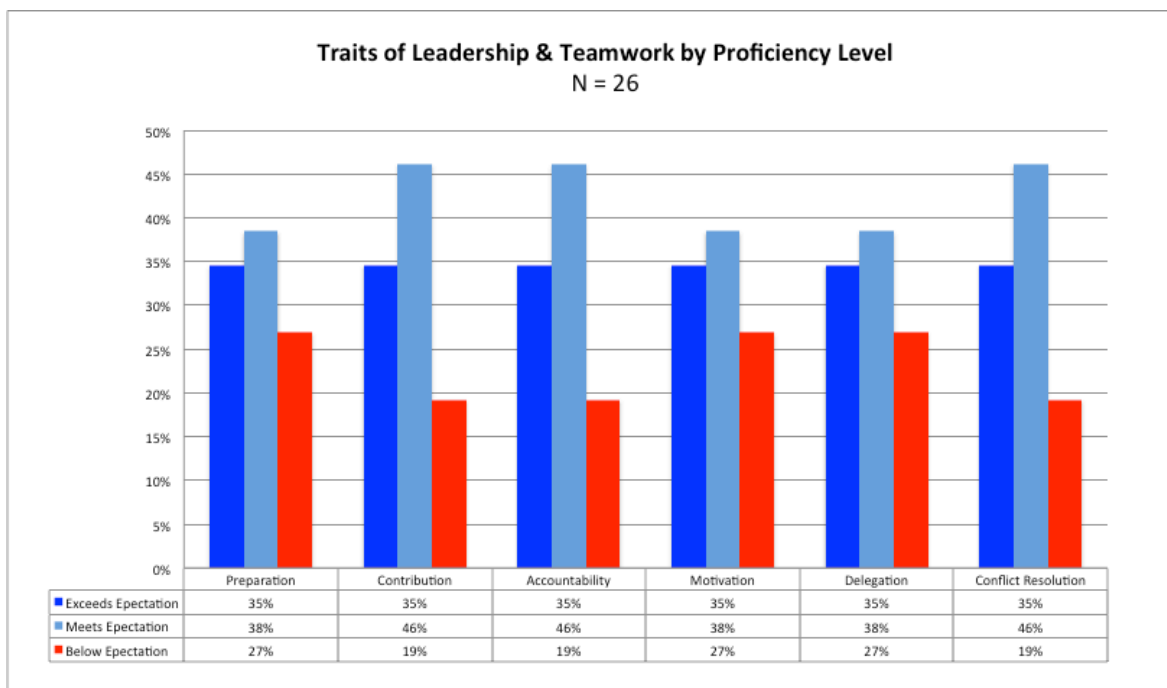
*Percentages may not add to 100% due to rounding.

Leadership & Teamwork Rubric

	LO2A: Leadership & Teamwork		
LO2A:	Students who graduate will demonstrate leadership and teamwork skills.		
Traits	**Exceeds Expectations** (6-8 pts)	**Meets Expectations** (3-5 pts)	**Below Expectations** (0-2 pts)
Trait 1: *Preparation: Student is prepared for meetings*	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: Student contributes ideas to meetings*	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: Student offers to take responsibility for group tasks*	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: Student motivates team members to contribute to the accomplishment of team goals*	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: Student assigns tasks and responsibilities to other members*	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: Student helps to find solutions to interpersonal conflict between group members.*	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.

Raw Assessment Scores

Instructor	Individual	Trait 1	Trait 2	Trait 3	Trait 4	Trait 5	Trait 6
Instructor 001	Individual 001	7	8	7	7	7	7
Instructor 001	Individual 002	7	8	7	7	7	7
Instructor 001	Individual 003	7	8	7	7	6	7
Instructor 001	Individual 004	7	8	7	7	6	7
Instructor 001	Individual 005	7	8	7	7	6	7
Instructor 001	Individual 006	7	7	7	7	6	7
Instructor 001	Individual 007	7	7	7	7	6	7
Instructor 001	Individual 008	7	7	7	7	6	7
Instructor 001	Individual 009	7	7	7	7	6	7
Instructor 001	Individual 010	5	5	4	5	5	5
Instructor 001	Individual 011	5	5	4	5	5	5
Instructor 001	Individual 012	5	5	4	5	5	5
Instructor 001	Individual 013	5	5	4	5	5	5
Instructor 001	Individual 014	5	5	4	5	5	5
Instructor 001	Individual 015	5	5	4	5	5	5
Instructor 001	Individual 016	5	5	4	5	5	5
Instructor 001	Individual 017	5	5	4	5	5	5
Instructor 001	Individual 018	5	5	4	5	5	5
Instructor 001	Individual 019	5	5	4	5	5	5
Instructor 001	Individual 020	2	5	4	2	2	5
Instructor 001	Individual 021	2	5	4	2	2	5
Instructor 001	Individual 022	2	2	2	2	2	2
Instructor 001	Individual 023	2	2	2	2	2	2
Instructor 001	Individual 024	2	2	2	2	2	2
Instructor 001	Individual 025	2	2	2	2	2	2
Instructor 001	Individual 026	2	2	2	2	2	2

[End of Report]