

# Assessment Plan

2021-22



## ADP - Management and Organizational Leadership

**University Mission:** George Fox University, a Christ-centered community, prepares students spiritually, academically, and professionally to think with clarity, act with integrity, and serve with passion.

**Program Mission:** The Management and Organizational Leadership major prepares non-traditional students spiritually, academically and professionally to manage and lead people, teams, and organizations with integrity, passion and effectiveness.

**Alignment With GFU Mission:** Empowers adult students to engage in cohort-focused educational experiences that challenge the mind, develop a Christ-centered spirit, enhance career options and produce exceptional life.

**Degree Outcomes:** - Function as self-directed learners who engage in continuous professional growth through application of experiential learning principles and practices, and support the learning and growth of others.

-Express understanding of leadership and management functions, theories, and models, describe their own professional philosophy, and serve effectively as a team leader and a team member.

-Utilize the management tools, analytical methods, and research skills necessary to identify organizational problems and to formulate solutions for those problems.

- Apply the principles of organizational environment, design, systems, and change to facilitate improvements in operations and strategy.

- Exhibit effective leadership communication skills and an understanding of organizational communication strategies and methods.

- Describe how their understanding of ethics and Christian values informs their leadership and management practices in an organizational context.

### Outcome: Ethics & Christian Values

Have the critical thinking skills necessary to analyze and research organizational problems and formulate responses to them; understand how ethics and Christian values inform their personal and organizational decision-making.

**Outcome Status:** Active

### Assessment Tools

**Writing Assignment** - Applied Summary Paper (final paper) in Christian Faith & Thought (MGOL 407), evaluated with standard rubric. (Active)

**Target:** 90% of students achieve 80% or greater on the assessment.

**Schedule for Data Collection:** Data was collected and reported on two courses beginning fall 2019.

**Schedule for Data Analysis & Reporting:** Data will be compiled, analyzed, and reported into TracDat by October 15, 2020.

### Related Goals

ADP - Management and Organizational Leadership

Ethics and Christian Values: Promote spiritual formation and basic understanding by seeking truth together in community.

### Outcome: Leadership and Management

Be able to competently function in a variety of roles within an organization, understanding the importance of teamwork and communication to meet organizational needs.

**Outcome Status:** Active

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## Assessment Tools

**Writing Assignment** - Applied Summary Paper (final paper) in Organizational Behavior(MGOL 401)  
(Active)

**Target:** 90% of students will achieve 80% or higher on the assessment.

**Schedule for Data Collection:** Data was collected and reported on two courses beginning fall 2019.

**Schedule for Data Analysis & Reporting:** Data will be compiled, analyzed, and reported into TracDat by October 15, 2020.

## Related Goals

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Leadership and Management: Students will acquire leadership knowledge and skills that facilitate success within their communities, both local and global.

## Outcome: Management and Organizational Change

Be aware of the significance of an organization's alignment with its purpose, values, and strategic plans; be cognizant of the nuances in organizational functioning that may trigger a need for organizational change, and be able to lead change initiatives.

**Outcome Status:** Active

## Assessment Tools

**Writing Assignment** - An Applied Summary Paper with a standard rubric will be implemented for assessment at the end of each Organization Theory course (MGOL 403) beginning in fall 2021. The assessment asks students to demonstrate mastery of three key outcomes of the course that demonstrate their ability to (Active)

**Target:** 90% of students will achieve 80% or greater on this assignment

**Schedule for Data Collection:** Begins fall 2021

**Schedule for Data Analysis & Reporting:** Fall of 2022

## Related Goals

ADP - Management and Organizational Leadership

Management and Organizational Change: Provide students opportunities to hone leadership and management skills and change readiness to improve their career options.

## Outcome: Application and Career Readiness

Explain the importance of character and ethical practices to managers; be a manager or leader who engages in professional growth and confidently supports the learning and growth of others.

**Outcome Status:** Inactive

**Inactive Date:** 08/15/2022

## Assessment Tools

**Writing Assignment** - Applied Summary Paper- Final assignment in MGOL 413, Ethics for An Applied Summary Paper with a standard rubric will be implemented for assessment at the end of each Ethics for Managers course (MGOL 413) beginning in the fall of 2021. The assessment asks students to explain three learning outcomes from the course and apply them to experiences, demonstration. (Active)

**Target:** 90% of students score 80% or higher using a standard rubric for assessment.

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**Schedule for Data Collection:** Fall 2021

**Schedule for Data Analysis & Reporting:** Fall 2022

## Related Goals

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Application and Career Readiness: Empowering adult students to enhance career options by applying principles and ethics to enhance their growth and the growth of others.

## Outcome: Synthesize Skills and Processes

Understand the significance of operational planning and management to organizational growth and sustainability.

**Outcome Status:** Active

## Assessment Tools

**Group Project** - A Strategic Planning Project in the capstone course, MGOL 450, Strategic Management. The assessment asks students to complete a strategic planning document for proposal to high-level managers in an organization. They are encouraged to integrate learning from the entire cohort program and specific learning from the Strategic Management course. The project will be evaluated by a rubric designed for this project. (Active)

**Target:** 90% of students will receive 85% or greater on this project.

**Schedule for Data Collection:** Data will be collected beginning spring 2021

**Schedule for Data Analysis & Reporting:** Fall 2022

## Related Goals

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Synthesize skills and processes.