

CATEGORY	(1) Have formal learning outcomes been developed?	(2) Where are these learning outcomes published?	(3) Other than GPA, what data/evidence is used to determine that graduates have achieved stated outcomes for the degree? (e.g., capstone course, portfolio review, licensure examination)	(4) Who interprets the evidence? What is the process?	(5) How are the findings used?	(6) Date of last program review for this degree program
MS in Organization Development						
<p>Goal 1: Knowledge of Self</p> <ol style="list-style-type: none"> Students will be able to identify their personal development goals to use self as instrument of change in consulting. Students will be able to articulate events which shifted their knowledge of self and can relate it to their own consulting practice and philosophy. <p>Goal 2: Knowledge of OD Concepts</p> <ol style="list-style-type: none"> Students will be able to articulate key concepts in Organization Development. Students will be able to demonstrate consulting skills and client centered responses. <p>Goal 3: Global/Ethical</p> <ol style="list-style-type: none"> Students will be able to develop model for ethically entering a culture different than their own. Students will demonstrate an understanding of the implications and consequences for choosing a particular OD intervention in a country other than the United States. 	<p>2015-2016 Published on the Pepperdine website: http://oie.pepperdine.edu/assessment/plo-gsbm.aspx</p>	<p>2015-2016 Direct Data</p> <ol style="list-style-type: none"> Written exams assessed with a rubric E-portfolios <p>Indirect Data</p> <ol style="list-style-type: none"> Student and alumni surveys <p>Authentic Assessment</p> <ol style="list-style-type: none"> Client projects 	<p>2015-2016 The MS in Organization Development program committee reviews and interprets the evidence. Each year the assessment data is provided to the program chair (or designee) who evaluates and discusses the findings with the committee before completing an annual assessment report.</p>	<p>2015-2016 The findings from the assessment process are used to guide and inform decisions about curriculum changes as well as program and student services.</p>	<p>2015-2016 Academic Year 2014 - 2015 Next review 2019 - 2020</p>	

<p>3. Students will be able to demonstrate competence in requirements of Human Subjects Research.</p> <p>Goal 4: Research skills</p> <p>1. Students will be able to design a study, collect data, analyze the results, and make recommendations for research and practice.</p>					
<p>2012</p> <p>Goal 1: Knowledge of Self</p> <p>3. Students will be able to identify their personal development goals to use self as instrument of change in consulting.</p> <p>4. Students will be able to articulate events which shifted their knowledge of self and can relate it to their own consulting practice and philosophy.</p> <p>Goal 2: Knowledge of OD Concepts</p> <p>3. Students will be able to articulate key concepts in Organization Development.</p> <p>4. Students will be able to demonstrate consulting skills and client centered responses.</p> <p>Goal 3: Global/Ethical</p> <p>4. Students will be able to develop model for ethically entering a culture different than their own.</p> <p>5. Students will demonstrate an understanding of the implications and consequences for choosing a particular OD intervention in a country other than the United States.</p>	<p>2012</p> <p>All learning outcomes are published for both potential and existing students online at: http://bschool.pepperdine.edu/ctle/Learning-Assurance</p>	<p>2012</p> <p>Direct evidence of student learning is collected for each learning goal. Methods include: a strategic learning contract that requires faculty and peer review of “sign off” on personal and professional development objectives, rubrics used for a mid-program evaluation of consulting skills, a comprehensive written examination, and a thesis project. Example: Goal 2 Obj 1 was measured through direct evidence through two essay questions. Obj 2 was measured directly through a “living case”. Goal 2 was also</p>	<p>2012</p> <p>The MSOD Committee and MSOD core faculty team meet monthly to assess the ongoing progress of our students. The data is collected, the results are provided to the Program Chair and Director who presents them to the MSOD committee and MSOD faculty during their monthly meeting for discussion. The results and recommendations are shared with faculty, department chairs and deans through the annually reporting process. The learning assurances process is illustrated in Figure 5 of this report. The indirect evidence Goal 2 found that there was room for improvement in</p>	<p>2012</p> <p>The findings are used for curriculum revision and to refine assessment measures and approaches. For Goal 2, the MSOD committee and core faculty reviewed these findings and recommended changes to the curriculum.</p>	<p>2012</p> <p>Curriculum was revised during AY 2010-2011. Curriculum revisions were implemented for the class beginning Fall 2011, including changes to reflect Goal 2.</p>

<p>6. Students will be able to demonstrate competence in requirements of Human Subjects Research.</p> <p>Goal 4: Research skills</p> <p>2. Students will be able to design a study, collect data, analyze the results, and make recommendations for research and practice.</p>		<p>measured through professor observation during field projects.</p>	<p>the student's ability to articulate theory-based reasoning for consulting thinking and action</p>		
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