# Argosy University
## Name of College: Graduate School of Business & Management
## Name of Program: Organizational Leadership (EdD)
## Assessment Year: 2016-2017

To support program quality and integrity, Argosy University's EdD in Organizational Leadership program underwent a Comprehensive Program Review (CPR). Below are some statistics, findings, interventions and outcomes related to the review. For further details, contact Stuart Sigman, Ph.D., Dean, Graduate School of Business and Management, at ssigman@argosy.edu.

| By The Numbers | 2015-2016 | 2016-2017 | 2017-2018 |
|---|---|---|---|
| **Annual Enrollment** | 932 | 778 | 744 |
| **Annual Enrollment Demographics: Race and/or Ethnicity** | | | |
| American Indian or Alaska Native | 12 | 5 | 4 |
| Asian | 40 | 28 | 27 |
| Black or African American | 483 | 416 | 412 |
| Hispanic | 16 | 15 | 13 |
| Hispanic or Latino | 40 | 40 | 37 |
| Native Hawaiian or Other Pacific Islander | 63 | 63 | 57 |
| Nonresident Alien | 7 | 5 | 3 |
| Race/ Ethnicity Unknown | 44 | 28 | 24 |
| Two or more races | 12 | 10 | 16 |
| White | 227 | 173 | 155 |
| **Gender** | | | |
| Female | 564 | 473 | 481 |
| Male | 377 | 307 | 263 |
| Not specified | 3 | 3 | 4 |

## Achievement of Program Outcomes:

**Benchmark for Program:** The signature assignment criteria have four performance levels for each measure: unsatisfactory, emerging, proficient, and exemplary. The goal of GSBM is for 75% of students to attain either the proficient or exemplary level in both core and concentration courses, and 95% in the capstone course.

## AY2015-2016 Program Outcomes Assessment Results:

| Program Outcomes | Results<br>% of students who scored "Proficient" or "Exemplary" in course courses L7101 Foundations of Leadership, L7438 Team Development & Leadership, L7900 Conflict Management, and capstone course L7454 Organizational Consultancy and Assessment |
|---|---|
| Outcome One: Leadership in Teams | 92% |
| Outcome Two: Ethical Leadership | 88% |
| Outcome Three: Change Management | 88% |
| Outcome Four: Applications of Theory and Research | 91% |
| Outcome Five: Conflict Resolution | 91% |

## Closing the Loop:

## Results of AY2016-2017 Action Plan

| | PLANNED ACTION AND RATIONALE | ACTION TAKEN | RESULTS |
|---|---|---|---|
| | As part of the Comprehensive Program Review of the EdDOL conducted in 2017, several action steps and additional lines of inquiry were planned. | | |
| 1 | Revise and update Program Outcomes. The program outcome elements were judged to be vague, lacking clear definitions as to what differentiates them from each other, and open to interpretation. | In academic year 2017-18 the Program Outcomes were revised and curriculum maps were updated. | Academic year 2018-19 will be used for the development of the assessment rubrics and creation of signature assignments that fully implement the newly stated outcomes and mapping. |
| 2 | Questions were raised about the professional development needs of doctoral candidates, | A working team was put in place in Fall 2018 to plan for curricular and co- | A webinar series is planned for Spring 2018 to cover the three topic |

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| specifically in the areas of teaching, research and publishing. | curricular dimensions of doctoral candidates' professional development. | areas.  In addition, a committee has been asked to consider ways of providing candidates with an opportunity to conduct independent research prior to beginning work on the dissertation. |