



2020 - 2021 ASSESSMENT REPORT

for

Organization Development Department

Submitted by

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Department Chair

May 27, 2021

PART I – THE PLAN

Part I of the Assessment Report is writing a plan for your department for the 2020-2021 academic year. This Assessment Report will be submitted by September 7, 2020.

During the academic year, you will work on implementing your plan. Depending on your goals, this might be through conducting research, surveying students, trying something new and evaluating it in the end, or making changes as a result of past assessment plans.

Part I – The Plan will be resubmitted in the spring along with Part II – the Report.

Calvary University Mission:

Calvary University is an independent, nondenominational institution, providing undergraduate and graduate education which *prepares Christians to live and serve in the church and the world according to the biblical worldview*. This is accomplished by providing appropriate educational curricula and a climate that fosters the development of intellectual and spiritual maturity, leadership potential, servanthood, and a sense of mission.

Organization Development Mission:

The Calvary University Graduate Organization Development (OD) Program promotes professional development and growth by preparing organizational leaders to manage with a Servant's heart in the church and in the world according to the biblical worldview.

Program Learning Outcomes (PLO):

PLO 1: Exemplify and translate the mission of Calvary University into an active practice of the principles of biblical truth, professionalism, and a commitment to leadership development in all work and ministry opportunities.

PLO 2: Exhibit professional skills of assessment, problem solving, and implementation through critical thought and synthesis from a biblical and historical perspective.

PLO 3: Identify, explain, distinguish, and respond to organization issues from a variety of contexts in the church and in the workplace from a biblical perspective.

PLO 4: Recognize, vindicate, and affect the necessary change through biblical perspective and professional skill to improve the effectiveness of teams and organizations.

PLO 5: Describe distinctions of biblical leadership from other systems and continually develop a leadership plan that implements those differences.

Student Learning Outcomes (SLO)

SLO 1: Develop professional ability, knowledge base, and skill level in communication and interpersonal relationships for effective organizational leadership and professional development that relies on biblical truth. (PLO 1, PLO 4)

SLO 2: Improve reflexive intervention with organizations to foster an attitude of continual improvement by relating to a variety of contexts effectively for Christ. (PLO 2, PLO 3)

SLO 3: Promote the integration and application of leadership development, organizational design, strategy, and change management in all groups of people including enterprise, nonprofit organizations, and the church through effective practice. (PLO 4, PLO 5)

Measures and Achievement Targets:

M1: (SLO 1) Students must demonstrate writing integrity. Faculty will choose an assignment from three courses each year and specifically examine originality and writing integrity through “Turnitin”. 2020-2021 assignments include (1) Group Development paper in BU637, (2) Critical Analysis Questions in BU626, and (3) Annotated Bibliography Paper in BU612.)

Achievement Target: A student average of 70% to promote writing integrity through plagiarism checker.

M2: (SLO 2) Students must demonstrate attitudes of continual organizational improvement through a variety of contexts for God’s glory. A variety of case studies will be used in online discussions to provide opportunity for students to acknowledge constant improvement and the superiority of God’s glory when responding to opportunities detailed in the studies in course BU626 (Organizational Behavior and Planned Change).

Achievement Target: 50% of select case study discussion respondents acknowledge God's glory and the need for improvement.

M3: (SLO 3) Students must promote development in their current and future careers according to the biblical worldview. Students will demonstrate the application of biblical truth in the written assignment "Making Smart Decisions" in the required course BU632. In the 10 case studies, students will compare and contrast biblical and worldly systems.

Achievement Target: A student average of greater than 70% will be achieved in providing strong support for the superiority of development through the use of biblical truth in the BU632 assignment "Making Smart Decisions".

PART II – THE REPORT

Part II of the Assessment Report is writing about the results from your plan for the 2020-2021 academic year. This Assessment Report will be submitted by May .

You will report on the effectiveness of your Assessment Plan. You will provide evidence that students actually learned what you said they would learn in the PLOs and SLOs that you chose to emphasize this academic year. You will provide evidence that changes you made in your academic program actually increased student learning.

The final Assessment Report you submit in May will include Part I – The Plan (submitted in August 2019) and Part II – The Report which includes the information that follows.

Findings:

M1: **100%** of students promoted writing integrity through plagiarism checker in BU612 and BU637. This is a **30%** increase than what was projected at the beginning of the school year.

M2: **100%** of select case study discussion respondents acknowledged God's glory and the need for improvement. This would be a **50% increase** according to what was projected at the beginning of the school year. However, the enrollment in this course was extremely small.

M3: **BU632 did not make this school year due to low enrollment; therefore, no data was collected.**

Actions:

MSOD student enrollment program needs to increase significantly to collect rich data within certain courses. MSOD program is still under the transition process in concerns of changing to the Master of Business Administration (MBA).

SWOT Analysis

Within the appropriate quadrant identify strengths, weaknesses, opportunities, and threats related to your department. Please use a bulleted format and succinct statements. If you have research or data to support your analysis that can be attached as separate documents.

<p>Strengths:</p> <ul style="list-style-type: none"> • Students are understanding APA formatted writing • Business Department is in high demand • 100% of Business graduates have found employment • Students indicate they enjoy problem-solving with Business scenarios • Business Department is assisting students to improve APA writing style. • Help students re-envision new business processes even as a new business owner • Has significant room for strategic growth 	<p>Weaknesses:</p> <ul style="list-style-type: none"> • Attrition of a full-time professor • Challenges in growing the M.S. O.D. program • Lack adequate professional training programs, specifically for business professors teaching future MBA courses • Lack industry-standard compensation for graduate business professors with doctoral degrees
<p>Opportunities:</p> <ul style="list-style-type: none"> • Offer management seminars to difficult work forces • Network with businesses locally and nationally to create internship and job opportunities for our graduating students • Hire additional qualified professors with MBA degrees or higher • Offer rigorous courses that could count towards an MBA degree once accreditation approval received 	<p>Threats:</p> <ul style="list-style-type: none"> • Competition with other business programs/departments at larger, popular institutions • Higher salaries attracting excellent professors to other institutions

<ul style="list-style-type: none">• Host business leaders as guest speakers in specific business classes• Seek programmatic accreditation by the Accreditation Council for Business Schools and Programs (ACBSP)• Conduct student surveys concerning business department to promote change and growth	
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Revised: 08.06.19

Documentation

No additional documentation at this point.