

Program

ORLD 2500 - Financial Analysis Case Study

- This project will require students to utilize knowledge and skills in financial and managerial accounting to manage the financial data of a fictional organization. Students will be given beginning balances and background information on the organization. Based on this information, students will be required to: prepare an operating budget, including assumptions used; manage transactions and make proper journal entries; prepare an income statement and balance sheet; and prepare a variance report with explanations. The operating budget, income statement, and variance report will be included in the portfolio.

ORLD 2700 - Human Resources Organizational Assessment

- This project will allow students to conduct in-depth research in the area of human resource management (HRM) and apply HRM theory and research to a Fortune 500 organization. Students will select one HR functional area and will then write a paper based on the selected functional area and Fortune 500 organization that includes: 1. What are the trends, activity, and focus of that organization in the functional area selected by the student? 2. What competition, barriers, distractions, strategic disadvantages, etc. does this organization have in regard to its main competitors in this functional area? 3. What recommendations would the student give to the organization to create strategic and competitive advantages in this functional area?

ORLD 3000 – Lean Canvas Presentation

- Each student will present their business concept and innovative idea using the lean canvas. The presentation will be recorded using ScreenCam software in a computer room, and the recording will be posted to the discussion board giving all students the opportunity to provide feedback. All students are required to comment on each presentation with presenters serving as facilitators to monitor and reply to comments/questions during the week.

ORLD 4960 – Leadership and Organizational Behavior Analysis Project

- The final project is the key component of this course. In it, you demonstrate your understanding of the fundamental Leadership and Organizational Behavior concepts you have learned during your program of study, through applying them to:
 - The identification of a problem that is relevant in an organizational context.
 - The identification criteria that is associated with assessing the quality of alternative solutions to the problem.
 - Providing a description of one or more alternative solutions to the problem.
 - Creating a design document, policy or procedure, or a mockup of the solution that you propose for solving the problem.

Goal (self-leadership) and (2) A Professional Goal. Then students are to apply a SMART Goal approach to each one, reflecting upon their strengths and weaknesses individually and in the context of work.

ORLD 3800 –

This process has changed from last year in where a survey

courses and artifacts. Thus, the courses and artifacts related to this learning outcome seem to be well aligned with no

What is at least one change your program has implemented in recent years as a result of assessment data?

The program director has been working with the primary instructor for the introductory leadership course, ORLD 1000 to ensure better alignment of the course learning outcomes. Several phone conversations have taken place as well as messages with specific action steps for improvement following the conversion of the course to a Master Course. Additional auditing of the course was completed by the program director of the graduate leadership degree.

How has this change/have these changes been assessed?

The changes are being assessed by the Distance Education Office through the online peer review process. There were key components related to student learning outcomes that were absent from the current iteration. The new version is being finished now (summer 2022) and will be assessed in a few weeks prior to the fall 2022 semester.

What were the findings of the assessment?

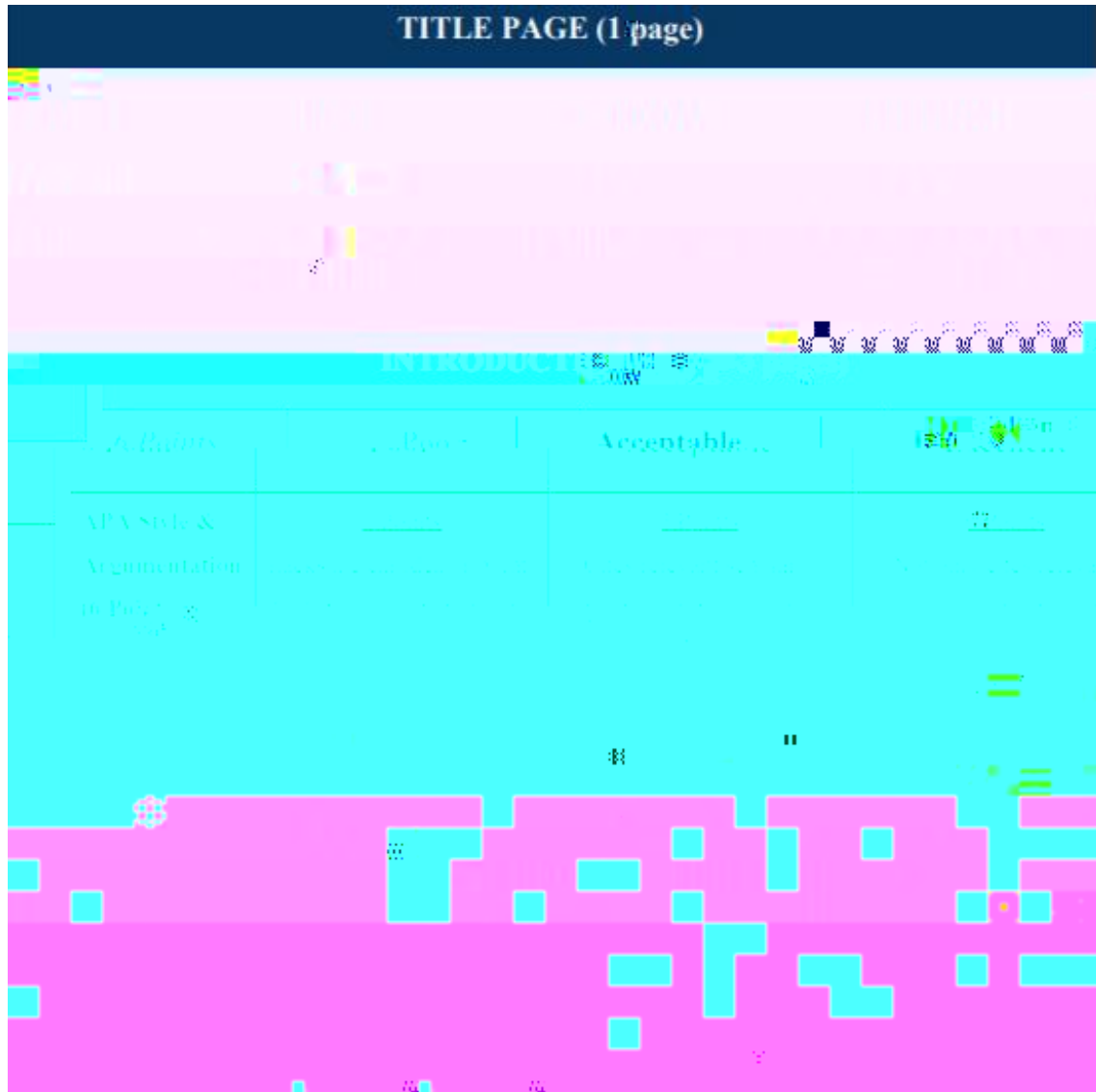
The assessment has not yet been completed. However, preliminary assessment has shown greater alignment between course assessment/assignments and course learning outcomes. This key piece was not present in past iterations of the course. Additionally, quizzes are being revamped to produce a stronger assessment of the content as well as to align with course outcomes.

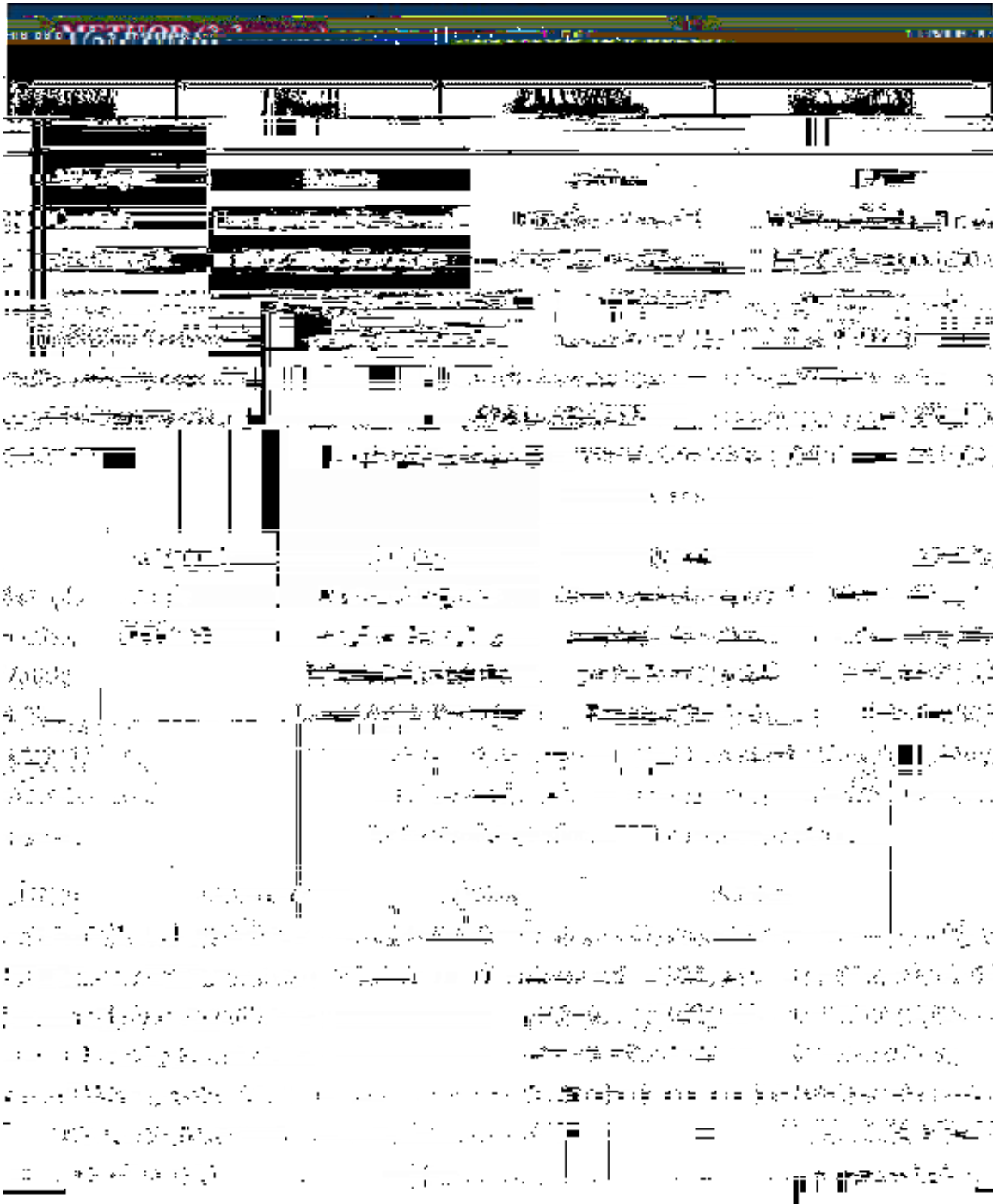
How do you plan to (continue to) use this information moving forward?

We will continue to use this information moving forward.

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Findings	0 Points	1 Point	2 Points
2 Points)	None of the required	Some of the required	Most of an of
are	hypothesis testing results	hypothesis testing results	hypothesis testing results

Presentation Rubric

Criteria	Ratings			Pts
Presentation Content: Strategy and/or Strategic Planning Recommendations				3 pts
	<p>3 to >2.0 pts Exceptional Provided strategy and/or strategic planning recommendations based on the prior organizational analysis; and clearly and accurately applied the course readings, materials and/or lectures</p>	<p>2 to >1.0 pts Meets Expectations Strategy and strategic planning recommendations are not fully developed or supported by organizational analysis; and/or failure to clearly or accurately apply the course readings, materials and/or lectures</p>	<p>1 to >0 pts Needs Improvement Does not provide strategic and/or strategic planning recommendations; or not based on the prior organizational analysis; or does not apply the course readings, materials and/or lectures</p>	

Presentation Content:
Structure & Design
Elements
Recommendations

Presentation Rubric

Criteria	Ratings	Pts
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Slide Quality

3 to >2.0 pts

Exceptional

Presentation slides were visually attractive, creative and interesting; slides contained the appropriate amount of text using a readable font size;

Presentation Rubric

Criteria

Final Presentation Rubric

Criteria	Ratings			Pts
<p>This criterion is linked to a Learning Outcome Slide Quality</p>	<p>9 to >5.4 pts Exceptional Presentation slides were visually attractive, creative and interesting; slides contained the appropriate amount of text using a readable font size; tables and figures were clearly visible.</p>	<p>5.4 to >1.8 pts Meets Expectations Presentation slides were not visually attractive, creative and/or interesting; and/or slides did not contain the appropriate amount of text or font size; and/or tables and figures were blurry.</p>	<p>1.8 to >0 pts Needs Improvement Presentation slides were not visually attractive, creative and/or interesting; and slides did not contain the appropriate amount of text or font size; and tables and figures were blurry.</p>	<p>9 pts</p>

This criterion is linked to a Learning Outcome Organization and Readability

10 to >6.0 pts
Exceptional
Presentation slides were well-organized and free of formatting, typographical, grammatical errors; and included title slide, introduction, and a reference slide.

6 to >2.0 pts
Meets Expectations
Presentation slides were not well-organized and/or had some formatting, typographical, grammatical errors; and/or one of the following was missing: title, introduction, or reference slide

2 to >0 pts
Needs Improvement
Presentation slides were not well-organized and/or had numerous formatting, typographical, grammatical errors; and/or two of the following were missing: title, introduction, or reference slide

Final Presentation Rubric

Criteria

Ratings

Pts