### Leadership Studies

**Program: Leadership Studies**  
Degree: MA  
Date Submitted: April 17, 2006, Revised: July 2012

<table>
<thead>
<tr>
<th>Program Learning Outcomes Students will be able to:</th>
<th>Performance Indicators</th>
<th>Measures to be Used</th>
<th>Program Analysis of Data</th>
</tr>
</thead>
</table>
| 1. Apply leadership principles and theory, cognitive theory, and critical thinking skills in order to creatively solve problems. | 1. Accurately evaluates the effectiveness of leadership practice in complex situations using theory based criteria.  
2. Conceptualizes a leadership plan based on an evaluation of a given situation and the individuals involved.  
3. Demonstrates effective leadership behaviors, including integrity, and ability work collaboratively with others placing self-interests aside, make decisions based on the information and resources available. | 1. Formally analyzes the appropriateness of applied leadership theory and principles to simulations or real life situations.  
2. Initiates effective leadership plan based on an appropriate assessment of the situation and individuals involved.  
3. Successfully completes a practical experience in a leadership role by working with an organization to complete a capstone project during the last two semesters of the program. | Assessment committee generates a programmatic rubric used to assess the program outcomes. Each semester Professional Projects (PP) and Comprehensive Examinations (CE) are compiled and are submitted to the assessment committee for evaluation, applying the same rubric. All five learning outcomes, for both PP and CE submissions, are assessed each semester. Assessment committee generates annual assessment report to be distributed to the curriculum committee for final approval prior to submitting to the associate provost and faculty. |
| 2. Identify ethical issues and apply ethical principles, values, theories or frameworks to leadership practice. | 1. Identifies several ethical principles, values, theories or frameworks, including Lonergan’s framework, which may be applied to commonly encountered ethical dilemmas in leadership practice.  
2. Critically evaluates leadership practice to assess whether it is socially responsible.  
3. Formulates personal action steps that support responsible leadership practice. | 1. Ethical principles, values, theories or frameworks, including Lonergan’s framework, are applied to contemporary situations involving ethical dilemmas in leadership practice.  
2. Leadership practice is evaluated in the context of applied ethical situations.  
3. Personal action steps to support responsible leadership practice are identified and recommended or enacted. | Assessment committee generates a programmatic rubric used to assess the program outcomes. Each semester Professional Projects (PP) and Comprehensive Examinations (CE) are compiled and are submitted to the assessment committee for evaluation, applying the same rubric. All five learning outcomes, for both PP and CE submissions, are assessed each semester. Assessment committee generates annual assessment report to be distributed to the curriculum committee for final approval prior to submitting to the associate provost and faculty. |
| 3. Possess the cultural and communication skills necessary to interact in a reciprocal exchange that honors the human dignity of all persons. | 1. Verbal and nonverbal communication demonstrates respect for diverse views expressed during face-to-face and online classroom discussion.  
2. Student interactions in the classroom and online honor the human dignity of all persons and indicate an acceptance of the worth of all human beings. | 1. Face-to-face in-class interaction measure students’ ability to respectfully interact with persons expressing diverse views.  
2. Formally apply ethical frameworks to contemporary situations that require students to interact in a reciprocal exchange that honors the human dignity of all persons. | Assessment committee generates a programmatic rubric used to assess the program outcomes. Each semester Professional Projects (PP) and Comprehensive Examinations (CE) are compiled and submitted to the assessment committee for evaluation, applying the same rubric. All five learning outcomes, for both PP and CE submissions, are assessed each semester. Assessment committee generates an annual assessment report to be distributed to the curriculum committee for final approval prior to submitting to the associate provost and faculty. |
|---|---|---|---|
| 4. Apply theory and principles of group dynamics in assuming multiple group roles and responsibilities. | 1. Identifies different group functions, structures and roles  
2. Knowledgeable regarding basic group processes.  
3. Manages group conflict and intra and inter group competition.  
4. Recognizes the impact of organizational culture on group effectiveness.  
5. Knowledgeable regarding what makes groups work effectively and ineffectively. | 1. In collaboration with members of the selected organization, successfully create a product or project of value to organization;  
2. Based on observation, formally assess strengths and weaknesses of the group worked with for a product/project assignment;  
3. Based on theory & practice, make recommendations to improve group performance. | Assessment committee generates a programmatic rubric used to assess the program outcomes. Each semester Professional Projects (PP) and Comprehensive Examinations (CE) are compiled and submitted to the assessment committee for evaluation, applying the same rubric. All five learning outcomes, for both PP and CE submissions, are assessed each semester. Assessment committee generates an annual assessment report to be distributed to the curriculum committee for final approval prior to submitting to the associate provost and faculty. |
| 5. Apply quantitative and qualitative research methods encompassing scholarly writing as related to leadership practice and the selected specialization, if applicable. | 1. Interprets research findings.  
2. Evaluates the quality of research conducted.  
3. Formulates a research question.  
4. Writes a research proposal.  
5. Demonstrates ability to apply appropriate research methods.  
6. Follow ethical principles of the discipline for citing sources, engaging human subjects for research purposes and working with colleagues. | 1. Success completion of work in LEDR 6030, LEDR 6025 and/or LEDR 6035.  
2. Professional project demonstrates ability to conduct research. | Assessment committee generates a programmatic rubric used to assess the program outcomes. Each semester Professional Projects (PP) and Comprehensive Examinations (CE) are compiled and submitted to the assessment committee for evaluation, applying the same rubric. All five learning outcomes, for both PP and CE submissions, are assessed each semester. Assessment committee generates an annual assessment report to be distributed to the curriculum committee for final approval prior to submitting to the associate provost and faculty. |