

UNIT REPORT

**Organizational Sciences-Academic -
APR Self-Study Report by
Academic Unit/Department**

Generated: 3/15/22, 3:23 PM

Program Mission

Organizational Sciences Mission Statement

Program Mission Statement:

The Mission of the degree program in Organizational Sciences is threefold. First, to prepare students for administrative and leadership roles in for-profit, nonprofit, and governmental organizations. Second, to provide an opportunity for students already in the workforce to add to their skill sets and credentials to facilitate movement within an organization and between organizations. Third, if particular students wish, to prepare them for advanced training in graduate business, public administration, legal, and administrative leadership programs.

Program Goal (add a minimum of 3 program goal "plan items")

Increase Enrollment

Goal Statement:

ORGS was the fastest growing major at UI for several years. Budget reversals have resulted in reductions in course offerings and recruiting resources. Enrollments have leveled off and dropped over the last 3 years.

Alignment to UI Strategic Plan Goals: Transform (Goal 3): Increase our educational impact.

Indicators/Metrics to Evaluate Progress:

Enrollment numbers are readily available.

List of Actions the Program Will Take to Achieve Goals :

We are seeking stability in finances so that we can recruit with confidence. Our curricular offerings have been reduced, and improvements here are necessary (if financially possible).

Goal Achievement Level: Not Met

Update and Expand Curriculum

Goal Statement:

Our curriculum affects and is affected by other unit offerings. Decisions must be made based on budgeting, current societal needs, and successes of current students and graduates.

Alignment to UI Strategic Plan Goals:

Engage (Goal 2): Suggest and influence change that addresses societal needs and global issues, and advances economic development and culture.

Transform (Goal 3): Increase our educational impact.

Cultivate (Goal 4): Foster an inclusive, diverse community of students, faculty, and staff and improve cohesion and morale.

Indicators/Metrics to Evaluate Progress:

Input from students in surveys and individual discussions. Course satisfaction data information can add information (current APR Dashboard data shows that our courses *are* valued), but we must also consider the range of offerings by asking students to help us understand what is needed.

List of Actions the Program Will Take to Achieve Goals :

Post-graduate surveys (including one in development) will be one source. And, individual discussions with majors by the Program Director already take place. Targeted relevant questions can be added to these discussions.

Goal Achievement Level: In Progress

Improve the Capstone Experience

Goal Statement:

The Capstone for ORGS is critical, and needs reconsideration if enrollments grow as intended. It is a "practicum", and more emphasis must be placed on the experiential component.

Alignment to UI Strategic Plan Goals:

Transform (Goal 3): Increase our educational impact.

Cultivate (Goal 4): Foster an inclusive, diverse community of students, faculty, and staff and improve cohesion and morale.

Indicators/Metrics to Evaluate Progress:

Course evaluation of ORGS 410. Individual interviews with ORGS 410 students.

List of Actions the Program Will Take to Achieve Goals :

An evaluation of past Capstone products will be conducted. Current and recent Capstone students will be interviewed. A new framework will be created that provides maximum opportunity for students to use applied (possibly paid) settings for the Capstone experience.

Goal Achievement Level: In Progress

Student Learning Assessment Report (add one "plan item" for each major, degree, and/or certificate offered by dept)

Organizational Sciences BS

Assessment Report Contact: Richard Reardon

Program Changes in Past Year:

No changes.

Learning Outcomes are Communicated to All Students in Program (check box if true): true

Learning Outcomes are Communicated to All Faculty (check box if true): true

Optional: Framework Alignment: N/A

Import Outcomes Data (from Anthology Outcomes):

1.

Comprehension

Students who complete the Organizational Sciences Degree should understand interpersonal workplace dynamics, including workplace conflict, workplace aggression, and factors that affect workplace cooperation and competitiveness. They should understand the causes and remedies of workplace discrimination and harassment. They should understand the forces that affect employee job satisfaction, retention, and placement.

Academic Year 2020-2021: **Organizational Sciences (B.S.)**

Term: **Overview**

Exceeded		50%	11
Met		40.91%	9
Partially Met		4.55%	1
Not Met		4.55%	1

2.

Application Skills

Students should understand the unique aspects of employment in both the private and public sectors in terms of the relative emphasis on entrepreneurial activities and public service. Relevant issues include budgeting, public/private decision-making, managerial norms, ethical behavior, and public relations.

Academic Year 2020-2021: **Organizational Sciences (B.S.)**

Term: **Overview**

Exceeded		90.91%	20
Met		0%	0
Partially Met		4.55%	1
Not Met		4.55%	1

3.

Experiential Skills

As many of the students are expected to be in the workforce, there will be opportunity to present and evaluate “real world” examples and case studies.

Academic Year 2020-2021: **Organizational Sciences (B.S.)**

Term: **Overview**

Exceeded		91.67%	22
Met		4.17%	1
Partially Met		0%	0
Not Met		4.17%	1

4.

Leadership Skills

Students should understand the fundamentals of leadership, i.e., personality characteristics that make great leaders, trainable skills that potential leaders can master, and situational factors that contribute to leadership success and failure.

Academic Year 2020-2021: **Organizational Sciences (B.S.)**

Term: **Overview**

Exceeded		67.57%	25
Met		16.22%	6
Partially Met		0%	0
Not Met		16.22%	6

5.

Professionalism

Students should understand the importance of employee selection, placement, and training.

Academic Year 2020-2021: **Organizational Sciences (B.S.)**

Term: **Overview**

Exceeded		65.45%	36
Met		23.64%	13
Partially Met		0%	0
Not Met		10.91%	6

Summary of Student Learning:

We believe we are succeeding in meeting our goals, but (as noted later) hope to develop a stronger follow-up survey to confirm.

Summary of Faculty Discussion:

Not applicable. See next item.

Summary of Changes/Improvements Being Considered:

An Advisory Board will be reconstituted. The Board was disbanded three years ago while ORGS resided in the Dept. of Psychology and Communications. We will examine the entire assessment program when Board membership is settled. The "improvement" to be considered is a senior-graduate survey.

Inter-rater Reliability:

An Advisory Board will evaluate course data provided by the Program Director.

Closing the Loop:

We have been in budgetary hard times over the past 3 years (i.e., essentially, no starting budget at all). We have focused primarily on making sure the basic curriculum is available each semester. By doing so, we believe we have, and can, maintain value for the students and the University.

Student Achievement

ORGS student Achievement

Student Retention:

Retention data is available, and the rate for ORGS is about 88% (despite the slow decline in overall majors count mentioned elsewhere). Thus, ORGS is holding its majors, but not drawing new majors.

Student Persistence:

The Program Director personally advises all ORGS students in the last 50-60 credit hours. Their satisfaction with the program is weighed in each of these encounters. The fit of the program for their long-term personal and professional goals is also determined with them.

Student Completion:

Retention, course completion, and graduation rates are all relevant here. ORGS is doing well in all three areas.

Student Postgraduate Success:

As noted elsewhere, a survey is being developed.

Identify Equity Gaps:

See the next section.

Effective Learning Environment and Closing Equity Gaps:

Course completion performance is a good measure of this, and ORGS has been doing well with this metric. There seems to be more pressure on Alaskan/Native American students as GPAs seem to fall more than those of Caucasian students (there is no data on Hispanic and African American students). This is a number that can be monitored.

Demand and Productivity

ORGS Demand and Productivity

External Demand:

ORGS overall enrollments have dropped over the past 3 years. We believe this is because of reduced course offerings (necessitated by budget cuts), and the fact that students seeking the Org Comm specialization in ORGS can now chose the COMM major.

ORGS graduates report that the degree successfully gives them access to their career choices. This data is anecdotal at present (the Program Director speaks with every graduating senior).

We should note that our target audience includes many who are already in the workforce. We will start collecting that data in survey fashion.

Internal Demand:

Several of our courses are chosen by majors in other fields. ORGS 441 (Workplace Relations) is the same course as PSYC 441. Our nonprofit courses (ORGS 305 and 407) draw majors from Business and COMM. Our most successful course in terms of value to other major is ORGS 414 (Traumatic Events) which routinely draws 50-60 students of which only 30% or so are ORGS majors.

Credit Productivity:

As the ORGS major count has dropped, and as ORGS has had to offer fewer courses, ORGS credit hour production has dropped. These numbers can improve if ORGS is allowed to become financially healthier.

Financial Health and Resources

New Financial Health and Resources Item

Financial Health:

ORGS is on "life support". It has no starting budget. Long-term relief must be considered if the program is to continue (much less grow).

Efficient Use of Resources:

We do quite a lot with almost nothing within ORGS. We benefit from the generous help of other units whose courses are available to our majors.

© 2022 Anthology Inc.