Comprehensive Program Review Self Study

Executive Summary for the Master of Organizational Leadership (MSOL)

Major Findings of the Program's quality and Productivity

- The MSOL is a viable program with a recent record of attracting considerable numbers of students to the university. It has grown substantially since its beginning in 2010.
- The program's quality is exceptional as the College of Business is accredited by AACSB. Further evidence of the quality is noted in the student achievements.
- The MSOL faculty is intellectually active as demonstrated by the continuous production of research.
- The students and faculty in the MSOL support the university and the local community.

List of Recommendations for Improving Program Quality

- Improve classroom technology.
- Provide faculty/student development funds to expand research efforts.

List of Recommendations for Improving Program Productivity

- Explore mechanism to improve retention rates and graduation rates.

Conclusions about the Program's Viability at CSU

Given the quality of the program, and the strong potential for continued growth in student enrollment in the program, it is recommended that the MSOL degree be expanded. This recommendation is made based on the quality of the graduate faculty, the program's productivity, and on the strong potential for continued growth in demand for the program's graduates.

Program Improvement Plan

Initiatives to Be Implemented
Program Quality:

- Faculty: Recruit professionally qualified faculty to compliment current academic expertise.
- Teaching: funds for teaching conferences for all graduate faculty.
- Research/Scholarship: Support research effort of faculty and students in SL and OL.
- Service: Continue to develop and advance student organizations.
- Curriculum: revise assessment plan and review program electives.
- Facility/Equipment: Expand CCT and enhance classroom technology.

Implementation Timeline
Program Quality:

- Faculty: AY 2016
- Teaching: Ongoing annual process
- Research/Scholarship: AY 2016
- Service: AY 2016
- Curriculum: AY2016; AY 2017
- Facility/Equipment: Expand CCT and enhance classroom technology: AY 2017 and beyond.

Resource Needs or Reallocation Recommendations
An obvious need is additional state funding. Technology needs and funds for faculty/student development will require state funds.

Summary Recommendation and Supporting Rationale
The MSOL program and College are accredited by AACSB. Program quality has been ratified. Enrollment patterns in the various tracks suggests that the graduate faculty may need to review program electives.