

Report of Student Learning and Achievement
Concordia University Irvine
Townsend Institute – Master of Arts in Executive Coaching and Consultation Program

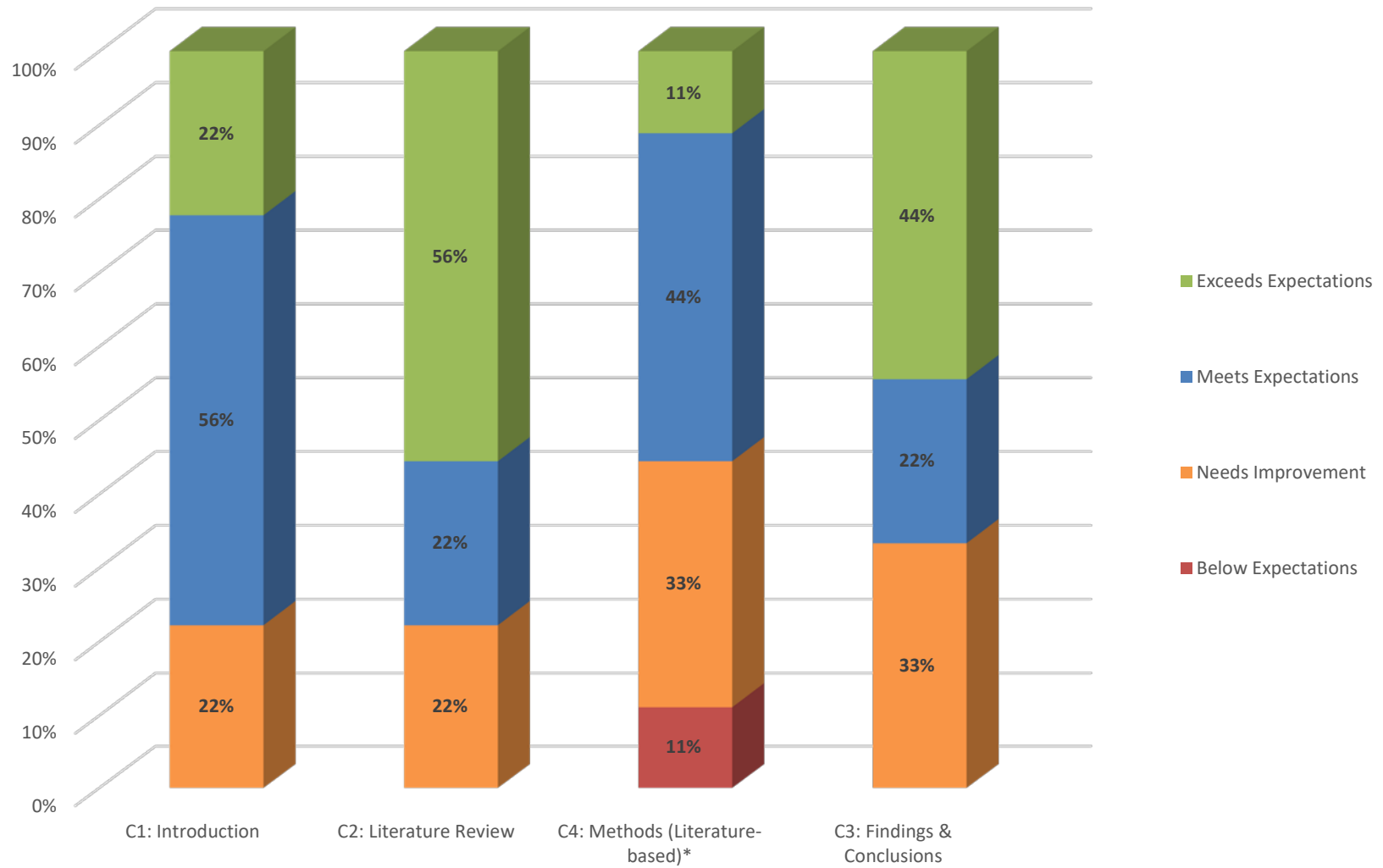
For Academic Year: 2019-2020

Townsend Institute Mission
MA EXCC Program Purpose
<p>Guided by the Lutheran tradition of vocation, the Townsend Institute serves and cultivates the curious through transformational learning communities to discover and utilize their gifts for meaningful service.</p> <p>The Master of Arts in Executive Coaching and Consultation (MA EXCC) within the Townsend Institute at Concordia University takes a multidisciplinary approach: scriptural teachings, performance and business research, neuroscience, and psychology. Graduates will develop skills and the personal character to effectively coach executives or consult with organizations. Students will have a deep understanding of human motivation and the dynamics of high-performing teams and organizations. They will learn a unique and powerful coaching and consultative process leading to substantive and enduring change. Graduates will be prepared for the Professional Certified Coach level of proficiency as established by the International Coach Federation.</p>

Student Learning Assessment for MA EXCC Program
Program Learning Outcomes (PLOs)
1. Master all aspects of carrying out a research project directed at a problem in the field of executive coaching and consultation. (Scholarly Research)
2. Analyze and apply concepts and skills necessary to create, lead, and manage organizations as systems. (Integrated Learning, Community Engagement)
3. Assess and apply standards of ethical executive coaching and consultation, informed by Christian principles and values. (Ethical Leadership)
4. Communicate clearly through applicable methods adjusting for diverse settings and context. (Effective Communication)
5. Engage in reflective practice balancing data-driven decision-making, informed logical thinking, and human dynamics. (Reflective Practice)

Assessment Overview for MA EXCC Program			
2019-20 PLOs Assessed	Evidence and Assessment Instrument	Performance Objectives (Targets/Criteria) Measures:	Results 2019-20 for Measures of Student Learning:
Scholarly Research: Master all aspects of carrying out a research project directed at a problem in the field of executive coaching and consultation. (Scholarly Research)	ORGL608: Scholarly Support of Executive Coaching	75% of students will meet a minimum standard of 3.0 on the Scholarly Research rubric.	Percentage of students who met or exceeded expectations: Introduction- 78% Literature Review- 78% Methods(Literature-based)- 56% Findings & Conclusions- 67%

Assessment Results for MA EXCC Program (n = 9)



Summary of Achievement of Program Learning Outcomes		
2019-2020 PLO Assessed	Student Evidence: Literature Review	Student Evidence:
Criterion Measured	Performance Target Was...	Performance Target Was...
Introduction	Met	
Literature Review	Met	
Methods (Literature-based)	Not Met	
Findings & Conclusions	Not Met	

Proposed Course of Action for Improvement in Learning Outcomes
<p>Results of the assessment will be disseminated to program faculty (via email) and the School Dean (at an upcoming school meeting). Specific improvements (i.e. more discussion of literature review basics, providing sound examples for guidance) are needed in EXCC courses. EXCC 602 has added a scholarly writing assignment. After the Summer 2020 course offering the program director and instructor(s) will identify whether the changes made were sufficient.</p> <p>From a program standpoint, the recommendations regarding scholarly tone, academic reading/writing, and earlier emphasis on scholarly research will be taken to upcoming EXCC curriculum meetings in Fall 2020. Discussed changes to the EXCC600 course, the students' first course in the program in partnership with the MA ORGL program director. Additional emphasis and practice of scholarly writing will need to be included in subsequent EXCC classes. The results of this assessment will help guide that curriculum committee.</p> <p>Also related to the EXCC program, it should be restated that this is the inaugural APLO report using a submission of artifacts and expected standards. This program is rapidly growing. In the next year, a director for the EXCC program is a strong recommendation. A key goal for the program director should be working towards International Coaching Federation (ICF) accreditation.</p>