
Integrated Leadership and Critical Thinking Assessment Study

Office of Planning and Assessment
Division of Student Life

Tarianne Gotelli Cotton, M.A.
Assessment with Sandra Mahoney, Ed. D.

INTRODUCTION

The assessment examined student leaders in the Beta Theta Pi fraternity regarding their leadership knowledge and related skills based on their essay responses to one of three case study articles.

The case study articles asked participants to respond in several domains: Organizational leadership, social responsibility, systems thinking, teamwork.

Who is Beta Theta Pi anyway?

The student sample ($n = 14$) consisted of members in the Beta Theta Pi Fraternity at University of the Pacific.

Originating in 1839, Beta started at Miami University.

Key feature of the fraternity:

First fraternity to adopt a minimum GPA of 2.5 for each member.

BETA LEADERSHIP MODEL

A Coaching Approach to Leadership

- Communicate powerfully
- Help others to create desired outcomes
- Hold relationships based on honesty, acceptance, and accountability.

A coaching leader must be committed to development at four levels:

- **Self:** the leader within
- **Team:** the leader's relationship with others.
- **Organization:** the leader and the organization
- **Community:** the leader and the community

<https://www.td.org/newsletters/atd-links/leading-from-the-inside-out-a-coaching-model>

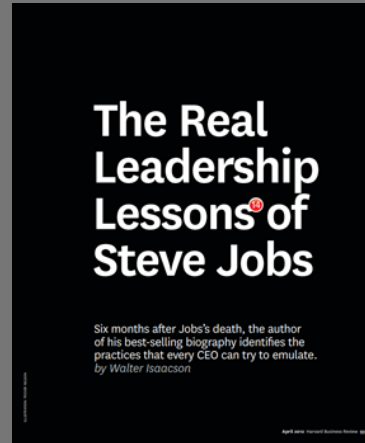
THE CASE STUDY ARTICLES

How Pixar Fosters Creativity



<https://hbr.org/2008/09/how-pixar-fosters-collective-creativity>

The Real Leadership Lessons of Steve Jobs



<http://svaza.com/wp-content/uploads/2012/04/Steve-Jobs-leadership-lessons.pdf>

Beth Israel Deaconess Case Study



<http://www.health.org.uk/sites/health/files/BethIsraelDeaconessCaseStudy.pdf>

METHOD:

Open-Ended Response

- Participants read one case study article and responded to ten open-ended questions.
- Two readers scored the responses independently.
- 89% agreement was found on scores of student responses
- 11% discrepancy
- Scores were discussed in a debriefing meeting.

RESULTS

Result 1:

Regarding the domain of organizational leadership, participants demonstrated initial levels (2 and 3 on a 4-point scale) of reflective skills about how their actions as a leader may benefit individuals or communities.

Result 2:

Team Climate: Participants were able to identify how a constructive team climate is supported. Participants demonstrated a solid, initial understanding of leadership indicators such as the use of a positive attitude about a team and its work, and providing the team with autonomy.

IMPLICATIONS

The data indicate that future leadership curricula could further develop faculty with promoting positive attitudes with a team, as well as the benefits of stepping back and allowing the team some autonomy.
