

**University of Dayton School of Business Administration
Assessment Results 2008**

**EXHIBIT 15: MBA Objective 3d Results
Demonstration of effective leadership in a business setting**

MBA 699 Consulting Team Peer Evaluation: Student teams are self-managed allowing opportunity to display leadership behaviors on a project that involves the significant pressure typically associated with delivering high quality results to client company leaders. Students are evaluated based on the average of ratings by peers.

Winter and Summer 2008

Sample: 52 students

Original Rating Scale*	Minimal Contribution (1)	Below Expectation (2)	Satisfactory (3)	Strong / Very Good (4)	Excellent / Outstanding (5)	% Rated at least Satisfactory (Target 70%)
Traits						
Average Rating Range**	1.00-1.99	2.00-2.99	3.00-3.99	4.00-5.00		
Allowed others to contribute / open to other thoughts			2 (4%)	50 (96%)		100%
Provided thoughtful perspective / focus on issues		2 (4%)	13 (25%)	37 (71%)		96%
Helpful in integrating the team's thinking into logical, well-developed strategic recommendations	1 (2%)	2 (4%)	11 (21%)	38 (73%)		94%
Provided leadership to the team's efforts (i.e., provided direction within the group, kept team on track, dealt with team performance issues, assisted others, etc.)	1 (2%)	6 (12%)	21 (38%)	25 (48%)		87%

* Rating scale (1-5) used by students to rate their team members

** Range for classifying mean rating earned by an individual student based on ratings by his/her peers