

# ASSESSMENT PLAN FOR THE MASTER OF HUMAN RESOURCES PROGRAM

## A. Learning Goals for the MHR Program

The Master of Human Resources (MHR) program provides students with strong educational and practical experiences to successfully prepare them for the challenges facing the modern HR professional. Academic preparation includes coursework in traditional HR functions, core business concepts and electives designed to develop more specialized expertise. Practical experiences occur primarily through a required internship, and secondarily through real-world class projects and interactions with HR professionals. Beyond basic knowledge of HR practices, students develop other critical competencies including critical thinking, presentation and writing skills, teamwork and professional and ethical standards.

The following represent the MHR program's goals:

- (1) MHR graduates will have the level of theoretical and practical understanding of HR issues from a global perspective.
- (2) MHR graduates will have the level of knowledge necessary to work effectively and productively with non-HR professionals.
- (3) MHR graduates will be able to critically evaluate and synthesize information.
- (4) MHR graduates will be able to communicate effectively (orally and in writing).
- (5) MHR graduates will be able to work effectively in teams.

## B. Assessment Methods

A major component for evaluating the MHR program will be direct assessments of individual student learning with respect to Learning Goals 1 through 5 using course-embedded assessments that will take place in the Professional Staffing, and Issues in Personnel and Employment courses taken by all MHR students. Post-graduation surveys will also be used as indirect assessments of the MHR program.

An outline of the assessment activities for the EIMBA program is provided below.

### *(1) Direct Assessments*

#### *Learning Goal 1: Theoretical and practical understanding of HR issues from a global perspective*

Students will understand and apply expertise on HR theories and practices from a global perspective.

MHR students were given the opportunity to showcase their HR knowledge and abilities to apply that knowledge within their responses to a take home final exam administered in *MGMT 720: Professional Staffing* course.

#### *Learning Goal 2: Professional knowledge necessary to work with non-HR professionals*

Students will understand and apply general knowledge of business practices. In the course, *MGMT 726: Issues in Personnel and Employment Relations*, students participate in a simulation exercise and were asked to apply relevant general business concepts to develop a final solution.

*Learning Goal 3: Critically evaluate and synthesize information*

Students will develop effective solutions to complex information. In *MGMT 720: Professional Staffing*, students develop solutions for multiple realistic staffing projects. Additionally in *MGMT 726 – Issues in Personnel and Employment Relations*, students participate in a simulation and must evaluate, combine and integrate several sources of information.

*Learning Goal 4: Effective communication*

Students will create and deliver professional written documents and oral presentations suitable for the intended audience. In *MGMT 720*, students prepare written reports and one oral presentation summarizing their suggestions for realistic staffing projects. In *MGMT 726*, students participate in a simulation and must create and deliver an oral presentation to the class, as well as a written report summarizing their suggestions.

*Learning Goal 5: Ability to work in teams*

Students will monitor and regulate their behavior in a manner supporting teamwork. In *MGMT 720*, students participate in class group projects. In *MGMT 726*, students participate in a simulation and must work collaboratively with group members who come from different backgrounds.

**(2) Indirect Assessments**

An alumni survey of MHR graduates will be conducted five years and ten years after graduation. The purpose of these surveys will be to assess the how completing the MHR program has assisted graduates in achieving their career goals and the relevancy of the program's curriculum to their careers. Input will also be sought on how the curriculum might be improved. The Innovation and Assessment Office will be responsible for the administration and dissemination of the exit survey results, and will coordinate with the Office of Alumni Relations to develop any alumni survey instruments.

**C. Evaluation of Assessment Results**

The Office of Institutional Research and Assessment, MHR Academic Coordinator and other faculty in the Management Department collaborate to determine the courses from which student work can be assessed for each learning goal, develop rubrics, and identify faculty with the necessary expertise to complete the assessments. Samples of student work are collected from faculty by the Assessment and Innovation Office. Results are tabulated and reports are generated by the Assessment and Innovation Office. The results and action plan forms are distributed to the MHR Academic Coordinator and other faculty in the Management Department who serve as a MHR Assessment Task Force. The MHR Task Force recommends program, curriculum, and/or assessment changes, which are then presented to the Graduate Program Faculty Committee for review (GPFC). Revisions or changes to the assessment plan are reviewed and require approval by GPFC. The loop is closed by revising the MHR assessment plan and disseminating all results and action plans to MHR faculty.