

BS in HRD							
Measurement Plan							
OBJECTIVE # 1: Demonstrate mastery of technical skills including analyzing, designing, developing, implementing, and evaluating organizational performance improvement initiatives.							
Outcomes	Strategies	Assessment Methods	Source of Assessment	Target	Time of Data Collection	Assessment Coordinator	Evaluation of Results
analyze organizational performance improvement initiatives	276, 351, 355, 369, 394, 420, 425	Rubric on training program	369	75% enrolled will earn at least a 70 score	F2020/F2023	HRD Program Coordinator	HRD Program Team
design organizational performance improvement initiatives	276, 351, 355, 369, 394, 420, 425,	Rubric on training program	369	75% enrolled will earn at least a 70 score	F2020/F2023	HRD Program Coordinator	HRD Program Team
develop organizational performance improvement initiatives	276, 351, 355, 369, 394, 420, 425	Rubric on training program	369	75% enrolled will earn at least a 70 score	F2020/F2023	HRD Program Coordinator	HRD Program Team
implement organizational performance improvement initiatives	276, 351, 369, 420, 425	Rubric on training program	369	75% enrolled will earn at least a 70 score	F2020/F2023	HRD Program Coordinator	HRD Program Team
evaluate organizational performance improvement initiatives	276, 351, 369, 420, 425, 473	Rubric on training program	369	75% enrolled will earn at least a 70 score	F2020/F2023	HRD Program Coordinator	HRD Program Team
OBJECTIVE # 2: Communicate effectively.							
Outcomes	Strategies	Assessment Methods	Source of Assessment	Target	Time of Data Collection	Assessment Coordinator	Evaluation of Results
interact with others in a way that gives them confidence in one's intentions and those of the organization	276, 350, 351, 355, 420, 425, 480	Supervisor's evaluation (Q# 8)	351	75% enrolled will earn at least a 70 score	S2022/S2025	HRD Program Coordinator	HRD Program Team
provide clear, concise, and compelling information orally	276, 350, 385, 420, 473, 480, 495	Rubric on Opening Exercise	385	75% enrolled will earn at least a 70 score	S2020/S2023	HRD Program Coordinator	HRD Program Team
provide clear, concise, and compelling written information	276, 350, 351, 355, 385, 420, 425, 468, 473, 480, 489, 495	Rubric on paper	350	75% enrolled will earn at least a 70 score	S2020/S2023	HRD Program Coordinator	HRD Program Team
establish collaborative relationships across a broad range of people and groups	276, 351, 355, 369, 420, 495	Rubric on group project	420	75% enrolled will earn at least a 70 score	F2021/F2024	HRD Program Coordinator	HRD Program Team
OBJECTIVE # 3: Demonstrate professional, ethical, and socially responsible behavior.							
Outcomes	Strategies	Assessment Methods	Source of Assessment	Target	Time of Data Collection	Assessment Coordinator	Evaluation of Results
model socially responsible behavior in their work environment.	276, 351, 394, 420, 425	Supervisor's evaluation (Q# 9)	351	75% enrolled will earn at least a 70 score	F2021/F2024	HRD Program Coordinator	HRD Program Team
evaluate the ethical dimension of performance improvement initiatives in organizational workplaces	276, 394, 420, 425	Rubric on Ethical Decision-Making Assessment	425	75% enrolled will earn at least a 70 score	S2021/S2024	HRD Program Coordinator	HRD Program Team
exhibit professional behavior in their work environment	276, 351, 394, 420, 425	Supervisor's evaluation (Q# 10)	351	75% enrolled will earn at least a 70 score	S2022/S2025	HRD Program Coordinator	HRD Program Team
display ethical behavior in their work environment	276, 351, 394, 420, 425	Supervisor's evaluation (Q# 11)	351	75% enrolled will earn at least a 70 score	S2022/S2025	HRD Program Coordinator	HRD Program Team
OBJECTIVE # 4: Demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.							
Outcomes	Strategies	Assessment Methods	Source of Assessment	Target	Time of Data Collection	Assessment Coordinator	Evaluation of Results
exhibit awareness of the benefits of diverse and inclusive organizational environments	276, 355, 385, 420, 425, 468	Rubric on project	420	75% enrolled will earn at least a 70 score	F2021/F2024	HRD Program Coordinator	HRD Program Team
demonstrate knowledge of contemporary professional issues.	276, 355, 420, 425, 468, 495	Interview	468	75% enrolled will earn at least a 70 score	S2022/S2025	HRD Program Coordinator	HRD Program Team
recognize current social issues.	276, 355, 420, 425, 468	Interview	468	75% enrolled will earn at least a 70 score	S2022/S2025	HRD Program Coordinator	HRD Program Team
identify global organizational issues	276, 420, 425, 468, 495	Interview	468	75% enrolled will earn at least a 70 score	S2022/S2025	HRD Program Coordinator	HRD Program Team
OBJECTIVE # 5: Engage in lifelong learning and professional development.							
Outcomes	Strategies	Assessment Methods	Source of Assessment	Target	Time of Data Collection	Assessment Coordinator	Evaluation of Results
engage in lifelong learning activities.	276, 420, 489	Rubric on My Learning Style Assignment	489	75% enrolled will earn at least a 70 score	F2019/F2022	HRD Program Coordinator	HRD Program Team
participate in professional development opportunities.	276, 420, 489	Rubric on Adult Learner Analysis	489	75% enrolled will earn at least a 70 score	F2019/F2022	HRD Program Coordinator	HRD Program Team