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<td>Assessment Plan</td>
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<td>Assessment Findings</td>
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<td><strong>Appendix</strong></td>
<td>65</td>
</tr>
</tbody>
</table>
General Information (Program Outcomes Assessment)
Standing Requirements

Mission Statement

The Human Resource Development Program will promote involvement at the state, regional, national, and international level to become well known as leaders in the field of HRD.

Outcomes Library

BS in Human Resource Development Outcome Set

Program Objective #1: Mastery of technical skills
Students will demonstrate mastery of technical skills including analyzing, designing, developing, implementing & evaluating organizational performance improvement initiatives.

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Mapping</th>
</tr>
</thead>
<tbody>
<tr>
<td>SLO 1.1: Analyze organizational performance</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will analyze organizational performance improvement initiatives.</td>
<td></td>
</tr>
<tr>
<td>SLO 1.2: Design improvement initiatives</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will design organizational performance improvement initiatives.</td>
<td></td>
</tr>
<tr>
<td>SLO 1.3: Develop improvement initiatives</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will develop organizational performance improvement initiatives.</td>
<td></td>
</tr>
<tr>
<td>SLO 1.4: Implement improvement initiatives</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will implement organizational performance improvement initiatives.</td>
<td></td>
</tr>
<tr>
<td>SLO 1.5: Evaluate improvement initiatives</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will evaluate organizational performance improvement initiatives.</td>
<td></td>
</tr>
</tbody>
</table>

Program Objective #2: Communicate effectively

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Mapping</th>
</tr>
</thead>
<tbody>
<tr>
<td>SLO 2.1: Interact with others</td>
<td>Foundational Studies: 10. Express themselves effectively, professionally, and persuasively both orally and in writing.</td>
</tr>
<tr>
<td>Students will interact with others in a way that gives them confidence in one's intentions and those of the organization.</td>
<td></td>
</tr>
<tr>
<td>SLO 2.2: Provide information orally</td>
<td>Foundational Studies: 10. Express themselves effectively, professionally, and persuasively both orally and in writing.</td>
</tr>
<tr>
<td>Students will provide clear, concise, and compelling information orally.</td>
<td></td>
</tr>
<tr>
<td>SLO 2.3: Provide written information</td>
<td>Foundational Studies: 10. Express themselves effectively, professionally, and persuasively both orally and in writing.</td>
</tr>
<tr>
<td>Students will provide clear, concise, and compelling written information.</td>
<td></td>
</tr>
</tbody>
</table>
### Program Objective #3: Professional behavior
Students will demonstrate professional, ethical, and socially responsible behavior.

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Mapping</th>
</tr>
</thead>
<tbody>
<tr>
<td>SLO 3.1: Model behavior in the working environment</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will model socially responsible behavior in their work environment.</td>
<td></td>
</tr>
<tr>
<td>SLO 3.2: Evaluate the ethical dimension of performance</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will evaluate the ethical dimension of performance improvement initiatives in organizational workplaces.</td>
<td></td>
</tr>
<tr>
<td>SLO 3.3: Exhibit professional behavior</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will exhibit professional behavior in their work environment.</td>
<td></td>
</tr>
<tr>
<td>SLO 3.4: Display ethical behavior</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will display ethical behavior in their work environment.</td>
<td></td>
</tr>
</tbody>
</table>

### Program Objective #4: Diversity and inclusion
Students will demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Mapping</th>
</tr>
</thead>
<tbody>
<tr>
<td>SLO 4.1: Exhibit awareness</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will exhibit awareness of the benefits of diverse and inclusive organizational environments.</td>
<td></td>
</tr>
<tr>
<td>SLO 4.2: Demonstrate knowledge</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will demonstrate knowledge of contemporary professional issues.</td>
<td></td>
</tr>
<tr>
<td>SLO 4.3: Recognize current social issues.</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will recognize current social issues.</td>
<td></td>
</tr>
<tr>
<td>SLO 4.4: Identify global organizational issues</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will identify global organizational issues.</td>
<td></td>
</tr>
</tbody>
</table>

### Program Objective #5: Engage in lifelong development
Students will engage in lifelong learning and professional development.

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Mapping</th>
</tr>
</thead>
<tbody>
<tr>
<td>SLO 5.1: Engage in lifelong learning activities</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will engage in lifelong learning activities.</td>
<td></td>
</tr>
<tr>
<td>SLO 5.2: Participate in professional development</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will participate in professional development opportunities.</td>
<td></td>
</tr>
</tbody>
</table>

---

### Curriculum Map

[BS in HRD Curriculum Map](See appendix)  
**Alignment Set:** BS in Human Resource Development Outcome Set
Communication of Outcomes

The undergraduate HRD program communicates its student learning objectives and outcomes to stakeholders by including them on the Department website, program brochure, and course syllabi.
Archive (This area is to be used for archiving pre-TaskStream assessment data and for current documents.)
## Assessment Plan

### Outcomes and Measures

### BS in Human Resource Development Outcome Set

**Program Objective #1: Mastery of technical skills**

Students will demonstrate mastery of technical skills including analyzing, designing, developing, implementing & evaluating organizational performance improvement initiatives.

| SLO 1.1: Analyze organizational performance | Measure: Rubric on training program  
Direct - Student Artifact |
|-------------------------------------------|-----------------------------------------------------------------------------------|
| Students will analyze organizational performance improvement initiatives. | Details/Description: Assessed in 369  
Target: 70% enrolled will earn at least a 70 score  
Implementation Plan (timeline): F2010 and every three years thereafter  
Responsible Individual(s): HRD Program Coordinator  
Supporting Attachments:  
Objective 1, Outcome 1 Rubric (Adobe Acrobat Document) (See appendix) |

| SLO 1.2: Design improvement initiatives | Measure: Rubric on training program  
Direct - Student Artifact |
|----------------------------------------|-----------------------------------------------------------------------------------|
| Students will design organizational performance improvement initiatives. | Details/Description: Assessed in 369  
Target: 70% enrolled will earn at least a 70 score  
Implementation Plan (timeline): F2010 and every three years thereafter  
Responsible Individual(s): HRD Program Coordinator  
Supporting Attachments:  
Objective 1, Outcome 2 Rubric (Adobe Acrobat Document) (See appendix) |

| SLO 1.3: Develop improvement initiatives | Measure: Rubric on training program  
Direct - Student Artifact |
|-----------------------------------------|-----------------------------------------------------------------------------------|
| Students will develop organizational performance improvement initiatives. | Details/Description: Assessed in 369  
Target: 70% enrolled will earn at least a 70 score  
Implementation Plan (timeline): F2010 and every three years thereafter  
Responsible Individual(s): HRD Program Coordinator  
Supporting Attachments:  
Objective 1, Outcome 3 Rubric (Adobe Acrobat Document) (See appendix) |

| SLO 1.4: Implement improvement initiatives | Measure: Rubric on training program  
Direct - Student Artifact |
|-------------------------------------------|-----------------------------------------------------------------------------------|
## Students will implement organizational performance improvement initiatives.

**Details/Description:** Assessed in 369  
**Target:** 70% enrolled will earn at least a 70 score  
**Implementation Plan (timeline):** F2010 and every three years thereafter  
**Responsible Individual(s):** HRD Program Coordinator  
**Supporting Attachments:**  
- Objective 1, Outcome 4 Rubric (Adobe Acrobat Document) (See appendix)

## SLO 1.5: Evaluate improvement initiatives

**Details/Description:** Assessed in 369  
**Target:** 70% enrolled will earn at least a 70 score  
**Implementation Plan (timeline):** F2010 and every three years thereafter  
**Responsible Individual(s):** HRD Program Coordinator  
**Supporting Attachments:**  
- Objective 1, Outcome 5 Rubric (Adobe Acrobat Document) (See appendix)

## Assessment Findings

### Finding per Measure

**BS in Human Resource Development Outcome Set**

### Program Objective #1: Mastery of technical skills

Students will demonstrate mastery of technical skills including analyzing, designing, developing, implementing & evaluating organizational performance improvement initiatives.

**SLO 1.1: Analyze organizational performance**

**Details/Description:** Assessed in 369  
**Target:** 70% enrolled will earn at least a 70 score  
**Implementation Plan (timeline):** F2010 and every three years thereafter  
**Responsible Individual(s):** HRD Program Coordinator  
**Supporting Attachments:**  
- Objective 1, Outcome 1 Rubric (Adobe Acrobat Document) (See appendix)

### Findings for Rubric on training program

**Summary of Findings:** 100% of students met the target of a score of 70% or higher.  
**Results:** Target Achievement: Met  
**Recommendations:** Keep target through another assessment cycle.  
**Reflections/Notes:** We changed the textbook to address the steps in the ADDIE model (analyze, design, develop, implement, and evaluate), and this may account for good results during first year of assessment.  
**Substantiating Evidence:**  
- OBJECTIVE # 1, Outcome 1 data (Adobe Acrobat Document) (See appendix)
These Findings are associated with the following Actions:

Repeat Assessment Cycle
(Action Plan; 2010-2011 Assessment Cycle)

<table>
<thead>
<tr>
<th>SLO 1.2: Design improvement initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will design organizational performance improvement initiatives.</td>
</tr>
<tr>
<td><strong>Measure:</strong> Rubric on training program</td>
</tr>
<tr>
<td>Direct - Student Artifact</td>
</tr>
</tbody>
</table>

- **Details/Description:** Assessed in 369
- **Target:** 70% enrolled will earn at least a 70 score
- **Implementation Plan (timeline):** F2010 and every three years thereafter
- **Responsible Individual(s):** HRD Program Coordinator

**Supporting Attachments:**
- Objective 1, Outcome 2 Rubric (Adobe Acrobat Document) (See appendix)

**Findings for Rubric on training program**

- **Summary of Findings:** 100% of students met the target of a score of 70% or higher.
- **Results:** Target Achievement: Met
- **Recommendations:** Keep target through another assessment cycle.
- **Reflections/Notes:** We changed the textbook to address the steps in the ADDIE model (analyze, design, develop, implement, and evaluate), and this may account for good results during first year of assessment.

**Substantiating Evidence:**
- OBJECTIVE # 1, Outcome 2 data (Adobe Acrobat Document) (See appendix)

These Findings are associated with the following Actions:

Repeat Assessment Cycle
(Action Plan; 2010-2011 Assessment Cycle)

<table>
<thead>
<tr>
<th>SLO 1.3: Develop improvement initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will develop organizational performance improvement initiatives.</td>
</tr>
<tr>
<td><strong>Measure:</strong> Rubric on training program</td>
</tr>
<tr>
<td>Direct - Student Artifact</td>
</tr>
</tbody>
</table>

- **Details/Description:** Assessed in 369
- **Target:** 70% enrolled will earn at least a 70 score
- **Implementation Plan (timeline):** F2010 and every three years thereafter
- **Responsible Individual(s):** HRD Program Coordinator

**Supporting Attachments:**
- Objective 1, Outcome 3 Rubric (Adobe Acrobat Document) (See appendix)

**Findings for Rubric on training program**

- **Summary of Findings:** 100% of students met the target of a score of 70% or higher.
- **Results:** Target Achievement: Met
- **Recommendations:** Keep target through another assessment cycle.
- **Reflections/Notes:** We changed the textbook to address the steps in the ADDIE model (analyze, design, develop, implement, and evaluate), and this may account for good results during first year of assessment.
Substantiating Evidence:
OBJECTIVE # 1, Outcome 3 data (Adobe Acrobat Document) (See appendix)

These Findings are associated with the following Actions:
Repeat Assessment Cycle
(Action Plan; 2010-2011 Assessment Cycle)

SLO 1.4: Implement improvement initiatives
Students will implement organizational performance improvement initiatives.

Measure: Rubric on training program
Direct - Student Artifact

Details/Description: Assessed in 369
Target: 70% enrolled will earn at least a 70 score
Implementation Plan (timeline): F2010 and every three years thereafter
Responsible Individual(s): HRD Program Coordinator
Supporting Attachments:
Objective 1, Outcome 4 Rubric (Adobe Acrobat Document) (See appendix)

Findings for Rubric on training program

Summary of Findings: 100% of students met the target of a score of 70% or higher.
Results: Target Achievement: Met
Recommendations: Keep target through another assessment cycle.
Reflections/Notes: We changed the textbook to address the steps in the ADDIE model (analyze, design, develop, implement, and evaluate), and this may account for good results during first year of assessment.
Substantiating Evidence:
OBJECTIVE # 1, Outcome 4 data (Adobe Acrobat Document) (See appendix)

These Findings are associated with the following Actions:
Repeat Assessment Cycle
(Action Plan; 2010-2011 Assessment Cycle)

SLO 1.5: Evaluate improvement initiatives
Students will evaluate organizational performance improvement initiatives.

Measure: Rubric on training program
Direct - Student Artifact

Details/Description: Assessed in 369
Target: 70% enrolled will earn at least a 70 score
Implementation Plan (timeline): F2010 and every three years thereafter
Responsible Individual(s): HRD Program Coordinator
Supporting Attachments:
Objective 1, Outcome 5 Rubric (Adobe Acrobat Document) (See appendix)

Findings for Rubric on training program

Summary of Findings: 100% of students met the target of a score of 70% or higher.
Results: Target Achievement: Met
**Recommendations**: Keep target through another assessment cycle.

**Reflections/Notes**: We changed the textbook to address the steps in the ADDIE model (analyze, design, develop, implement, and evaluate), and this may account for good results during first year of assessment.

**Substantiating Evidence:**

- OBJECTIVE #1, Outcome 5 data (Adobe Acrobat Document) (See appendix)

**These Findings are associated with the following Actions:**

**Repeat Assessment Cycle**

(Action Plan; 2010-2011 Assessment Cycle)

---

### Action Plan

#### Actions

**BS in Human Resource Development Outcome Set**

**Program Objective #1: Mastery of technical skills**

Students will demonstrate mastery of technical skills including analyzing, designing, developing, implementing & evaluating organizational performance improvement initiatives.

**SLO 1.1: Analyze organizational performance**

Students will analyze organizational performance improvement initiatives.

**Action**: Repeat Assessment Cycle

**This Action is associated with the following Findings**

**Findings for Rubric on training program**

(Assessment Plan and Assessment Findings; 2010-2011 Assessment Cycle)

**Summary of Findings**: 100% of students met the target of a score of 70% or higher.

**Action Details**: Because we recently changed the textbook to address the steps in the ADDIE model (analyze, design, develop, implement, and evaluate), we want to maintain the same instructional methods and assess this outcome again.

**Implementation Plan (timeline)**: Assess this outcome in three years.

**Key/Responsible Personnel**:

**Measures**: We will use the same rubric.

**Resource Allocations**:

**Priority**: Medium

**SLO 1.2: Design improvement**

**Action**: Repeat Assessment Cycle
initiatives
Students will design organizational performance improvement initiatives.

This Action is associated with the following Findings

Findings for Rubric on training program
(Assessment Plan and Assessment Findings; 2010-2011 Assessment Cycle)

Summary of Findings: 100% of students met the target of a score of 70% or higher.

Action Details: Because we recently changed the textbook to address the steps in the ADDIE model (analyze, design, develop, implement, and evaluate), we want to maintain the same instructional methods and assess this outcome again.

Implementation Plan (timeline): Assess this outcome in three years.

Key/Responsible Personnel:

Measures: We will use the same rubric.

Resource Allocations:

Priority: Medium

SLO 1.3: Develop improvement initiatives
Students will develop organizational performance improvement initiatives.

Action: Repeat Assessment Cycle

This Action is associated with the following Findings

Findings for Rubric on training program
(Assessment Plan and Assessment Findings; 2010-2011 Assessment Cycle)

Summary of Findings: 100% of students met the target of a score of 70% or higher.

Action Details: Because we recently changed the textbook to address the steps in the ADDIE model (analyze, design, develop, implement, and evaluate), we want to maintain the same instructional methods and assess this outcome again.

Implementation Plan (timeline): Assess this outcome in three years.

Key/Responsible Personnel:

Measures: We will use the same rubric.

Resource Allocations:

Priority: Medium

SLO 1.4: Implement improvement initiatives
Students will implement organizational performance improvement initiatives.

Action: Repeat Assessment Cycle

This Action is associated with the following Findings

Findings for Rubric on training program
(Assessment Plan and Assessment Findings; 2010-2011 Assessment Cycle)

Summary of Findings: 100% of students met the target of a score of 70% or higher.

Action Details: Because we recently changed the textbook to address the steps in the ADDIE model (analyze, design, develop, implement, and evaluate), we want to maintain the same instructional methods and assess this outcome again.

Implementation Plan (timeline): Assess this outcome in three years.

Key/Responsible Personnel:
**Program Objective #2: Communicate effectively**

**SLO 2.1: Interact with others**  
Students will interact with others in a way that gives them confidence in one's intentions and those of the organization.  
*No actions specified*

**SLO 2.2: Provide information orally**  
Students will provide clear, concise, and compelling information orally.  
*No actions specified*

**SLO 2.3: Provide written information**  
Students will provide clear, concise, and compelling written information.  
*No actions specified*

**SLO 2.4: Establish collaborative relationships**  
Students will establish collaborative relationships across a broad range of people and groups.  
*No actions specified*

**Program Objective #3: Professional behavior**
Students will demonstrate professional, ethical, and socially responsible behavior.

<table>
<thead>
<tr>
<th>SLO 3.1: Model behavior in the working environment</th>
<th>No actions specified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will model socially responsible behavior in their work environment.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SLO 3.2: Evaluate the ethical dimension of performance</th>
<th>No actions specified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will evaluate the ethical dimension of performance improvement initiatives in organizational workplaces.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SLO 3.3: Exhibit professional behavior</th>
<th>No actions specified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will exhibit professional behavior in their work environment.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SLO 3.4: Display ethical behavior</th>
<th>No actions specified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will display ethical behavior in their work environment.</td>
<td></td>
</tr>
</tbody>
</table>

Program Objective #4: Diversity and inclusion
Students will demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.

<table>
<thead>
<tr>
<th>SLO 4.1: Exhibit awareness</th>
<th>No actions specified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will exhibit awareness of the benefits of diverse and inclusive organizational environments.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SLO 4.2: Demonstrate knowledge</th>
<th>No actions specified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will demonstrate knowledge of contemporary professional issues.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SLO 4.3: Recognize current social issues.</th>
<th>No actions specified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will recognize current social issues.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SLO 4.4: Identify global organizational issues</th>
<th>No actions specified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will identify global organizational issues.</td>
<td></td>
</tr>
</tbody>
</table>

Program Objective #5: Engage in lifelong development
Students will engage in lifelong learning and professional development.

<table>
<thead>
<tr>
<th>SLO 5.1: Engage in lifelong learning</th>
<th>No actions specified</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>
activities
Students will engage in lifelong learning activities.

SLO 5.2: Participate in professional development
Students will participate in professional development opportunities.

Status Report

Action Statuses

BS in Human Resource Development Outcome Set

Program Objective #1: Mastery of technical skills
Students will demonstrate mastery of technical skills including analyzing, designing, developing, implementing & evaluating organizational performance improvement initiatives.

SLO 1.1: Analyze organizational performance
Students will analyze organizational performance improvement initiatives.

Action: Repeat Assessment Cycle

Action Details: Because we recently changed the textbook to address the steps in the ADDIE model (analyze, design, develop, implement, and evaluate), we want to maintain the same instructional methods and assess this outcome again.

Implementation Plan (timeline): Assess this outcome in three years.

Key/Responsible Personnel:

Measures: We will use the same rubric.

Resource Allocations:

Priority: Medium

Status for Repeat Assessment Cycle

Current Status: Not started

Resource Allocation(s) Status:

Next Steps/Additional Information: Next Assessment Cycle for this outcome will be 2013-14.

SLO 1.2: Design improvement initiatives
Students will design organizational performance improvement initiatives.

Action: Repeat Assessment Cycle

Action Details: Because we recently changed the textbook to address the steps in the ADDIE model (analyze, design, develop, implement, and evaluate), we want to maintain the same instructional methods and assess this outcome again.

Implementation Plan (timeline): Assess this outcome in three years.

Key/Responsible Personnel:

Measures: We will use the same rubric.
SLO 1.3: Develop improvement initiatives

**Action:** Repeat Assessment Cycle

**Action Details:** Because we recently changed the textbook to address the steps in the ADDIE model (analyze, design, develop, implement, and evaluate), we want to maintain the same instructional methods and assess this outcome again.

**Implementation Plan (timeline):** Assess this outcome in three years.

**Key/Responsible Personnel:**

**Measures:** We will use the same rubric.

**Resource Allocations:**

**Priority:** Medium

**Status for Repeat Assessment Cycle**

**Current Status:** Not started

**Resource Allocation(s) Status:**

**Next Steps/Additional Information:** Next Assessment Cycle for this outcome will be 2013-14.

---

SLO 1.4: Implement improvement initiatives

**Action:** Repeat Assessment Cycle

**Action Details:** Because we recently changed the textbook to address the steps in the ADDIE model (analyze, design, develop, implement, and evaluate), we want to maintain the same instructional methods and assess this outcome again.

**Implementation Plan (timeline):** Assess this outcome in three years.

**Key/Responsible Personnel:**

**Measures:** We will use the same rubric.

**Resource Allocations:**

**Priority:** Medium

**Status for Repeat Assessment Cycle**

**Current Status:** Not started

**Resource Allocation(s) Status:**

**Next Steps/Additional Information:** Next Assessment Cycle for this outcome will be 2013-14.
**SLO 1.5: Evaluate improvement initiatives**

Students will evaluate organizational performance improvement initiatives.

**Action:** Repeat Assessment Cycle

**Action Details:** Because we recently changed the textbook to address the steps in the ADDIE model (analyze, design, develop, implement, and evaluate), we want to maintain the same instructional methods and assess this outcome again.

**Implementation Plan (timeline):** Assess this outcome in three years.

**Key/Responsible Personnel:**

**Measures:** We will use the same rubric.

**Resource Allocations:**

**Priority:** Medium

**Status** for Repeat Assessment Cycle

**Current Status:** Not started

**Resource Allocation(s) Status:**

**Next Steps/Additional Information:** Next Assessment Cycle for this outcome will be 2013-14.

### Program Objective #2: Communicate effectively

**SLO 2.1: Interact with others**

No actions specified

Students will interact with others in a way that gives them confidence in one's intentions and those of the organization.

**SLO 2.2: Provide information orally**

No actions specified

Students will provide clear, concise, and compelling information orally.

**SLO 2.3: Provide written information**

No actions specified

Students will provide clear, concise, and compelling written information.

**SLO 2.4: Establish collaborative relationships**

No actions specified
Students will establish collaborative relationships across a broad range of people and groups.

### Program Objective #3: Professional behavior
Students will demonstrate professional, ethical, and socially responsible behavior.

<table>
<thead>
<tr>
<th>SLO 3.1: Model behavior in the working environment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will model socially responsible behavior in their work environment.</td>
</tr>
<tr>
<td>No actions specified</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SLO 3.2: Evaluate the ethical dimension of performance</th>
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</thead>
<tbody>
<tr>
<td>Students will evaluate the ethical dimension of performance improvement initiatives in organizational workplaces.</td>
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<tr>
<td>No actions specified</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SLO 3.3: Exhibit professional behavior</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will exhibit professional behavior in their work environment.</td>
</tr>
<tr>
<td>No actions specified</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SLO 3.4: Display ethical behavior</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will display ethical behavior in their work environment.</td>
</tr>
<tr>
<td>No actions specified</td>
</tr>
</tbody>
</table>

### Program Objective #4: Diversity and inclusion
Students will demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.

<table>
<thead>
<tr>
<th>SLO 4.1: Exhibit awareness</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will exhibit awareness of the benefits of diverse and inclusive organizational environments.</td>
</tr>
<tr>
<td>No actions specified</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SLO 4.2: Demonstrate knowledge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will demonstrate knowledge of contemporary professional issues.</td>
</tr>
<tr>
<td>No actions specified</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SLO 4.3: Recognize current social issues.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will recognize current social issues.</td>
</tr>
<tr>
<td>No actions specified</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SLO 4.4: Identify global organizational issues</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will identify global organizational issues.</td>
</tr>
<tr>
<td>No actions specified</td>
</tr>
</tbody>
</table>
**Program Objective #5: Engage in lifelong development**
Students will engage in lifelong learning and professional development.

<table>
<thead>
<tr>
<th>SLO 5.1: Engage in lifelong learning activities</th>
<th>No actions specified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will engage in lifelong learning activities.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SLO 5.2: Participate in professional development</th>
<th>No actions specified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will participate in professional development opportunities.</td>
<td></td>
</tr>
</tbody>
</table>

**Status Summary**

*No text specified*

**Summary of Next Steps**

*No text specified*
Assessment Plan

Outcomes and Measures

BS in Human Resource Development Outcome Set

Program Objective #2: Communicate effectively

SLO 2.2: Provide information orally
Students will provide clear, concise, and compelling information orally.

Measure: Rubric on Opening Exercise
Direct - Student Artifact

Details/Description: Data collected in 385
Target: 70% enrolled will earn at least a 70 score
Implementation Plan (timeline): Spring 2012
Responsible Individual(s): HRD Program Coordinator
Supporting Attachments:

Objective 2, Outcome 2 Rubric (Adobe Acrobat Document) (See appendix)

Assessment Findings

Finding per Measure

BS in Human Resource Development Outcome Set

Program Objective #2: Communicate effectively

SLO 2.2: Provide information orally
Students will provide clear, concise, and compelling information orally.

Measure: Rubric on Opening Exercise
Direct - Student Artifact

Details/Description: Data collected in 385
Target: 70% enrolled will earn at least a 70 score
Implementation Plan (timeline): Spring 2012
Responsible Individual(s): HRD Program Coordinator
Supporting Attachments:

Objective 2, Outcome 2 Rubric (Adobe Acrobat Document) (See appendix)

Findings for Rubric on Opening Exercise

Summary of Findings: 92% of students met the target of a score of 70% or higher.
Results: Target Achievement: Met
Recommendations: Keep target through another assessment cycle.
Reflections/Notes: This was the first year for a new instructor. A second assessment cycle will be beneficial.
These Findings are associated with the following Actions:

**Repeat Assessment Cycle**
(Action Plan; 2011-2012 Assessment Cycle)

### Overall Recommendations

*No text specified*

### Overall Reflection

*No text specified*

### Action Plan

#### Actions

**BS in Human Resource Development Outcome Set**

**Program Objective #1: Mastery of technical skills**

Students will demonstrate mastery of technical skills including analyzing, designing, developing, implementing & evaluating organizational performance improvement initiatives.

**SLO 1.1: Analyze organizational performance**

*No actions specified*

Students will analyze organizational performance improvement initiatives.

**SLO 1.2: Design improvement initiatives**

*No actions specified*

Students will design organizational performance improvement initiatives.

**SLO 1.3: Develop improvement initiatives**

*No actions specified*

Students will develop organizational performance improvement initiatives.

**SLO 1.4: Implement improvement initiatives**

*No actions specified*

Students will implement organizational performance improvement initiatives.

**SLO 1.5: Evaluate improvement initiatives**

*No actions specified*

Students will evaluate organizational performance improvement initiatives.
# Program Objective #2: Communicate effectively

**SLO 2.1: Interact with others**
Students will interact with others in a way that gives them confidence in one’s intentions and those of the organization.  

No actions specified

**SLO 2.2: Provide information orally**
Students will provide clear, concise, and compelling information orally.

**Action:** Repeat Assessment Cycle

- **This Action is associated with the following Findings**
  - **Findings for Rubric on Opening Exercise**
    (Assessment Plan and Assessment Findings; 2011-2012 Assessment Cycle)
  - **Summary of Findings:** 92% of students met the target of a score of 70% or higher.

- **Action Details:** Because this was the first year for a new instructor, a second assessment cycle will be beneficial.

- **Implementation Plan (timeline):** Assess this outcome in three years.

- **Key/Responsible Personnel:**

- **Measures:** We will use the same rubric.

- **Resource Allocations:**

- **Priority:** Medium

**Supporting Attachments:**
- ![OBJECTIVE # 2, Outcome 2 data (Adobe Acrobat Document) (See appendix) (See appendix)](OBJECTIVE # 2, Outcome 2 data (Adobe Acrobat Document) (See appendix)

**SLO 2.3: Provide written information**
Students will provide clear, concise, and compelling written information.

No actions specified

**SLO 2.4: Establish collaborative relationships**
Students will establish collaborative relationships across a broad range of people and groups.

No actions specified

# Program Objective #3: Professional behavior

Students will demonstrate professional, ethical, and socially responsible behavior.

**SLO 3.1: Model behavior in the working environment**
Students will model socially responsible behavior in their work environment.

No actions specified

**SLO 3.2: Evaluate the ethical dimension of performance**

No actions specified
Students will evaluate the ethical dimension of performance improvement initiatives in organizational workplaces.

**SLO 3.3: Exhibit professional behavior**
Students will exhibit professional behavior in their work environment.

**SLO 3.4: Display ethical behavior**
Students will display ethical behavior in their work environment.

**Program Objective #4: Diversity and inclusion**
Students will demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.

**SLO 4.1: Exhibit awareness**
Students will exhibit awareness of the benefits of diverse and inclusive organizational environments.

**SLO 4.2: Demonstrate knowledge**
Students will demonstrate knowledge of contemporary professional issues.

**SLO 4.3: Recognize current social issues.**
Students will recognize current social issues.

**SLO 4.4: Identify global organizational issues**
Students will identify global organizational issues.

**Program Objective #5: Engage in lifelong development**
Students will engage in lifelong learning and professional development.

**SLO 5.1: Engage in lifelong learning activities**
Students will engage in lifelong learning activities.

**SLO 5.2: Participate in professional development**
Students will participate in professional development opportunities.
# Status Report

## Action Statuses

### BS in Human Resource Development Outcome Set

#### Program Objective #1: Mastery of technical skills
Students will demonstrate mastery of technical skills including analyzing, designing, developing, implementing & evaluating organizational performance improvement initiatives.

<table>
<thead>
<tr>
<th>SLO 1.1: Analyze organizational performance</th>
<th>No actions specified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will analyze organizational performance improvement initiatives.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SLO 1.2: Design improvement initiatives</th>
<th>No actions specified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will design organizational performance improvement initiatives.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SLO 1.3: Develop improvement initiatives</th>
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</thead>
<tbody>
<tr>
<td>Students will develop organizational performance improvement initiatives.</td>
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<table>
<thead>
<tr>
<th>SLO 1.4: Implement improvement initiatives</th>
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</thead>
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<tr>
<td>Students will implement organizational performance improvement initiatives.</td>
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<table>
<thead>
<tr>
<th>SLO 1.5: Evaluate improvement initiatives</th>
<th>No actions specified</th>
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<tbody>
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<td>Students will evaluate organizational performance improvement initiatives.</td>
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#### Program Objective #2: Communicate effectively

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<tr>
<th>SLO 2.1: Interact with others</th>
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<table>
<thead>
<tr>
<th>SLO 2.2: Provide information orally</th>
<th>Action: Repeat Assessment Cycle</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will provide clear, concise, and compelling information orally.</td>
<td>Action Details: Because this was the first year for a new instructor, a second assessment cycle will be beneficial.</td>
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</tbody>
</table>

**Implementation Plan (timeline):** Assess this outcome in three years.
### Key/Responsible Personnel:

**Measures:** We will use the same rubric.

**Resource Allocations:**

**Priority:** Medium

### Supporting Attachments:

OBJECTIVE # 2, Outcome 2 data (Adobe Acrobat Document) (See appendix)

### Status for Repeat Assessment Cycle

**Current Status:** Not started

**Resource Allocation(s) Status:**

**Next Steps/Additional Information:** Next Assessment Cycle for this outcome will be 2014-15.

<table>
<thead>
<tr>
<th>SLO 2.3: Provide written information</th>
<th>No actions specified</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will provide clear, concise, and compelling written information.</td>
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<tr>
<th>SLO 2.4: Establish collaborative relationships</th>
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<tr>
<td>Students will establish collaborative relationships across a broad range of people and groups.</td>
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### Program Objective #3: Professional behavior

Students will demonstrate professional, ethical, and socially responsible behavior.

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<tr>
<th>SLO 3.1: Model behavior in the working environment</th>
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<tr>
<th>SLO 3.3: Exhibit professional behavior</th>
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<tr>
<td>Students will exhibit professional behavior in their work environment.</td>
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</table>

| SLO 3.4: Display | No actions specified |
ethical behavior
Students will display ethical behavior in their work environment.

### Program Objective #4: Diversity and inclusion
Students will demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.

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<th>SLO 4.2: Demonstrate knowledge</th>
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<tr>
<th>SLO 4.3: Recognize current social issues.</th>
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<tr>
<td>Students will recognize current social issues.</td>
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<table>
<thead>
<tr>
<th>SLO 4.4: Identify global organizational issues</th>
<th>No actions specified</th>
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<tbody>
<tr>
<td>Students will identify global organizational issues.</td>
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### Program Objective #5: Engage in lifelong development
Students will engage in lifelong learning and professional development.

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<tr>
<th>SLO 5.1: Engage in lifelong learning activities</th>
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<tr>
<th>SLO 5.2: Participate in professional development</th>
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</thead>
<tbody>
<tr>
<td>Students will participate in professional development opportunities.</td>
<td></td>
</tr>
</tbody>
</table>

### Status Summary
No text specified

### Summary of Next Steps
No text specified
### Assessment Plan

#### Outcomes and Measures

**BS in Human Resource Development Outcome Set**

#### Program Objective #2: Communicate effectively

<table>
<thead>
<tr>
<th>SLO 2.3: Provide written information</th>
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<tr>
<td>Students will provide clear, concise, and compelling written information.</td>
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</table>

<table>
<thead>
<tr>
<th>Measure: Rubric on Paper</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct - Student Artifact</td>
</tr>
</tbody>
</table>

**Details/Description:** Data collected in 350
**Target:** 70% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** Spring 2013
**Responsible Individual(s):** HRD Program Coordinator
**Supporting Attachments:** OBJECTIVE #2, Outcome 3 rubric (Adobe Acrobat Document) (See appendix)

#### Program Objective #3: Professional behavior

<table>
<thead>
<tr>
<th>SLO 3.1: Model behavior in the working environment</th>
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<tbody>
<tr>
<td>Students will model socially responsible behavior in their work environment.</td>
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<table>
<thead>
<tr>
<th>Measure: Supervisor’s Evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct - Other</td>
</tr>
</tbody>
</table>

**Details/Description:** Data collected in 351
**Target:** 70% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** Fall 2012
**Responsible Individual(s):** HRD Program Coordinator
**Supporting Attachments:** OBJECTIVE #3, Outcome 1 rubric (Adobe Acrobat Document) (See appendix)

<table>
<thead>
<tr>
<th>SLO 3.2: Evaluate the ethical dimension of performance</th>
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<tbody>
<tr>
<td>Students will evaluate the ethical dimension of performance improvement initiatives in organizational workplaces.</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Measure: Rubric on Organizational Culture Assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct - Student Artifact</td>
</tr>
</tbody>
</table>

**Details/Description:** Data collected in 425
**Target:** 70% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** Spring 2013
**Responsible Individual(s):** HRD Program Coordinator
**Supporting Attachments:** OBJECTIVE #3, Outcome 2 rubric (Adobe Acrobat Document) (See appendix)

#### Program Objective #4: Diversity and inclusion

---
Students will demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.

**SLO 4.4: Identify global organizational issues**

Students will identify global organizational issues.

- **Measure:** Case study
  - Direct - Student Artifact

  **Details/Description:** Data collected in 425
  **Target:** 70% enrolled will earn at least a 70 score
  **Implementation Plan (timeline):** Spring 2013
  **Responsible Individual(s):** HRD Program Coordinator
  **Supporting Attachments:**
  - OBJECTIVE #4, Outcome 4 rubric (Adobe Acrobat Document) (See appendix)

---

**Assessment Findings**

**Finding per Measure**

**BS in Human Resource Development Outcome Set**

**Program Objective #2: Communicate effectively**

**SLO 2.3: Provide written information**

Students will provide clear, concise, and compelling written information.

- **Measure:** Rubric on Paper
  - Direct - Student Artifact

  **Details/Description:** Data collected in 350
  **Target:** 70% enrolled will earn at least a 70 score
  **Implementation Plan (timeline):** Spring 2013
  **Responsible Individual(s):** HRD Program Coordinator
  **Supporting Attachments:**
  - OBJECTIVE #2, Outcome 3 rubric (Adobe Acrobat Document) (See appendix)

  **Findings for Rubric on Paper**

  **Summary of Findings:** 70% of 35 points possible is 24.5. 35 out of 35 students completing the assignment scored 70% or higher.
  **Results:** Target Achievement: Exceeded
  **Recommendations:** Continue with rubric through next assessment cycle.
  **Reflections/Notes:**
  **Substantiating Evidence:**
  - Spring 2013 HRD 350 obj 2 out 3 data (Adobe Acrobat Document) (See appendix)

**Program Objective #3: Professional behavior**

Students will demonstrate professional, ethical, and socially responsible behavior.

**SLO 3.1: Model behavior in the working environment**

Students will model socially

- **Measure:** Supervisor’s Evaluation
  - Direct - Other
### SLO 3.2: Evaluate the ethical dimension of performance

Students will evaluate the ethical dimension of performance improvement initiatives in organizational workplaces.

<table>
<thead>
<tr>
<th>Details/Description:</th>
<th>Data collected in 425</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Target:</strong></td>
<td>70% enrolled will earn at least a 70 score</td>
</tr>
<tr>
<td><strong>Implementation Plan (timeline):</strong></td>
<td>Spring 2013</td>
</tr>
<tr>
<td><strong>Responsible Individual(s):</strong></td>
<td>HRD Program Coordinator</td>
</tr>
<tr>
<td><strong>Supporting Attachments:</strong></td>
<td>OBJECTIVE #3, Outcome 2 rubric (Adobe Acrobat Document) (See appendix)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Findings for Rubric on Organizational Culture Assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Summary of Findings:</strong> 70% of 50 points possible is 35. 35 out of 35 students completing the assignment scored 70% or higher.</td>
</tr>
<tr>
<td><strong>Results:</strong> Target Achievement: Exceeded</td>
</tr>
<tr>
<td><strong>Recommendations:</strong> Continue using supervisor’s evaluation through the next assessment cycle.</td>
</tr>
<tr>
<td><strong>Reflections/Notes:</strong></td>
</tr>
<tr>
<td><strong>Substantiating Evidence:</strong></td>
</tr>
</tbody>
</table>

These Findings are associated with the following Actions:

<table>
<thead>
<tr>
<th>Spring 2013 HRD 425 obj 3 out 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Action Plan; 2012-2013 Assessment Cycle)</td>
</tr>
</tbody>
</table>
### SLO 4.4: Identify global organizational issues

Students will identify global organizational issues.

<table>
<thead>
<tr>
<th><strong>Measure:</strong></th>
<th>Case study Direct - Student Artifact</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Details/Description:</strong></td>
<td>Data collected in 425</td>
</tr>
<tr>
<td><strong>Target:</strong></td>
<td>70% enrolled will earn at least a 70 score</td>
</tr>
<tr>
<td><strong>Implementation Plan (timeline):</strong></td>
<td>Spring 2013</td>
</tr>
<tr>
<td><strong>Responsible Individual(s):</strong></td>
<td>HRD Program Coordinator</td>
</tr>
<tr>
<td><strong>Supporting Attachments:</strong></td>
<td>OBJECTIVE #4, Outcome 4 rubric (Adobe Acrobat Document) (See appendix)</td>
</tr>
</tbody>
</table>

#### Findings for Case study

**Summary of Findings:** 70% of 50 points possible is 35. 34 out of 34 students completing the assignment scored 70% or higher.

**Results:** Target Achievement: Exceeded

**Recommendations:** Continue using supervisor's evaluation through the next assessment cycle.

**Reflections/Notes:**

**Substantiating Evidence:**

Spring 2013 HRD 425 obj 4 out 4 data (Adobe Acrobat Document) (See appendix)

These Findings are associated with the following Actions:

Spring 2013 HRD 425 obj 4 out 4 (Action Plan; 2012-2013 Assessment Cycle)

---

### Overall Recommendations

No text specified

### Overall Reflection

No text specified

---

### Action Plan

#### Actions

**BS in Human Resource Development Outcome Set**

**Program Objective #2: Communicate effectively**

<table>
<thead>
<tr>
<th>SLO 2.3: Provide written information</th>
<th><strong>Action:</strong> Spring 2013 HRD 350 obj 2 out 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will provide clear, concise, and compelling written information.</td>
<td><strong>This Action is associated with the following Findings</strong></td>
</tr>
<tr>
<td><strong>No supporting Findings have been linked to this Action.</strong></td>
<td><strong>Action Details:</strong> Because this was the first year for a new instructor, a second assessment cycle will be beneficial.</td>
</tr>
<tr>
<td><strong>Implementation Plan (timeline):</strong> Assess this outcome in three years.</td>
<td></td>
</tr>
</tbody>
</table>
**Program Objective #3: Professional behavior**

Students will demonstrate professional, ethical, and socially responsible behavior.

### SLO 3.1: Model behavior in the working environment

Students will model socially responsible behavior in their work environment.

**Action:** Fall 2012 HRD 351 obj 3 out 1

- **This Action is associated with the following Findings**

  **Findings for Supervisor’s Evaluation**
  (Assessment Plan and Assessment Findings; 2012-2013 Assessment Cycle)

  **Summary of Findings:** 70% of 5 points possible is 3.5. 4 out of 5 students completing the assignment scored 70% or higher.

- **Action Details:** Because this was the first year for a new instructor, a second assessment cycle will be beneficial.

- **Implementation Plan (timeline):** Assess this outcome in three years.

### SLO 3.2: Evaluate the ethical dimension of performance

Students will evaluate the ethical dimension of performance improvement initiatives in organizational workplaces.

**Action:** Spring 2013 HRD 425 obj 3 out 2

- **This Action is associated with the following Findings**

  **Findings for Rubric on Organizational Culture Assessment**
  (Assessment Plan and Assessment Findings; 2012-2013 Assessment Cycle)

  **Summary of Findings:** 70% of 50 points possible is 35. 35 out of 35 students completing the assignment scored 70% or higher.

- **Action Details:** Because this was the first year for a new instructor, a second assessment cycle will be beneficial.

- **Implementation Plan (timeline):** Assess this outcome in three years.

### Program Objective #4: Diversity and inclusion
Students will demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.

**SLO 4.4: Identify global organizational issues**

Students will identify global organizational issues.

**Action:** Spring 2013 HRD 425 obj 4 out 4

This Action is associated with the following Findings

**Findings for Case study**

(Assessment Plan and Assessment Findings; 2012-2013 Assessment Cycle)

**Summary of Findings:** 70% of 50 points possible is 35. 34 out of 34 students completing the assignment scored 70% or higher.

**Action Details:** Because this was the first year for a new instructor, a second assessment cycle will be beneficial.

**Implementation Plan (timeline):** Assess this outcome in three years.

**Key/Responsible Personnel:**

**Measures:** We will use the same rubric.

**Resource Allocations:**

**Priority:** Medium

---

**Status Report**

**Action Statuses**

---

**BS in Human Resource Development Outcome Set**

**Program Objective #2: Communicate effectively**

**SLO 2.3: Provide written information**

Students will provide clear, concise, and compelling written information.

**Action:** Spring 2013 HRD 350 obj 2 out 3

**Action Details:** Because this was the first year for a new instructor, a second assessment cycle will be beneficial.

**Implementation Plan (timeline):** Assess this outcome in three years.

**Key/Responsible Personnel:**

**Measures:** We will use the same rubric.

**Resource Allocations:**

**Priority:** Medium

---

**Status for Spring 2013 HRD 350 obj 2 out 3**

**Current Status:** Completed

**Resource Allocation(s) Status:**

**Next Steps/Additional Information:** Next Assessment Cycle for this outcome will be 2015/2016.
### Program Objective #3: Professional behavior
Students will demonstrate professional, ethical, and socially responsible behavior.

#### SLO 3.1: Model behavior in the working environment
Students will model socially responsible behavior in their work environment.

**Action:** Fall 2012 HRD 351 obj 3 out 1

**Action Details:** Because this was the first year for a new instructor, a second assessment cycle will be beneficial.

**Implementation Plan (timeline):** Assess this outcome in three years.

**Key/Responsible Personnel:**

**Measures:** We will use the same rubric.

**Resource Allocations:**

**Priority:** Medium

**Status** for Fall 2012 HRD 351 obj 3 out 1

**Current Status:** Completed

**Resource Allocation(s) Status:**

**Next Steps/Additional Information:** Next Assessment Cycle for this outcome will be 2015/2016.

#### SLO 3.2: Evaluate the ethical dimension of performance
Students will evaluate the ethical dimension of performance improvement initiatives in organizational workplaces.

**Action:** Spring 2013 HRD 425 obj 3 out 2

**Action Details:** Because this was the first year for a new instructor, a second assessment cycle will be beneficial.

**Implementation Plan (timeline):** Assess this outcome in three years.

**Key/Responsible Personnel:**

**Measures:** We will use the same rubric.

**Resource Allocations:**

**Priority:** Medium

**Status** for Spring 2013 HRD 425 obj 3 out 2

**Current Status:** Completed

**Resource Allocation(s) Status:**

**Next Steps/Additional Information:** Next Assessment Cycle for this outcome will be 2016/2017.

### Program Objective #4: Diversity and inclusion
Students will demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.

### SLO 4.4: Identify global organizational issues

Students will identify global organizational issues.

**Action:** Spring 2013 HRD 425 obj 4 out 4

**Action Details:** Because this was the first year for a new instructor, a second assessment cycle will be beneficial.

**Implementation Plan (timeline):** Assess this outcome in three years.

**Key/Responsible Personnel:**

**Measures:** We will use the same rubric.

**Resource Allocations:**

**Priority:** Medium

---

**Status** for Spring 2013 HRD 425 obj 4 out 4

**Current Status:** Completed

**Resource Allocation(s) Status:**

**Next Steps/Additional Information:** Next Assessment Cycle for this outcome will be 2016/2017.

---

**Status Summary**

*No text specified*

**Summary of Next Steps**

*No text specified*
# Assessment Plan

## BS in Human Resource Development Outcome Set

### Program Objective #3: Professional behavior

Students will demonstrate professional, ethical, and socially responsible behavior.

<table>
<thead>
<tr>
<th>SLO 3.3: Exhibit professional behavior</th>
<th>Measure: Supervisor's evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will exhibit professional behavior in their work environment.</td>
<td>Direct - Other</td>
</tr>
</tbody>
</table>

**Details/Description:** Data collected in 351

**Target:** 70% enrolled will earn at least a 70 score

**Implementation Plan (timeline):** Fall 2013

**Responsible Individual(s):** HRD Program Coordinator

**Supporting Attachments:**

1. Fall 2013 HRD 351 obj 3 out 3 supervisor evaluation (Adobe Acrobat Document) (See appendix)

### SLO 3.4: Display ethical behavior

Students will display ethical behavior in their work environment.

<table>
<thead>
<tr>
<th>Measure: Supervisor's evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct - Other</td>
</tr>
</tbody>
</table>

**Details/Description:** Data collected in 351

**Target:** 70% enrolled will earn at least a 70 score

**Implementation Plan (timeline):** Fall 2013

**Responsible Individual(s):** HRD Program Coordinator

**Supporting Attachments:**

1. Fall 2013 HRD 351 obj 3 out 4 supervisor evaluation (Adobe Acrobat Document) (See appendix)

### Program Objective #5: Engage in lifelong development

Students will engage in lifelong learning and professional development.

<table>
<thead>
<tr>
<th>SLO 5.1: Engage in lifelong learning activities</th>
<th>Measure: Rubric on Interview</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will engage in lifelong learning activities.</td>
<td>Direct - Other</td>
</tr>
</tbody>
</table>

**Details/Description:** Data collected in 489

**Target:** 70% enrolled will earn at least a 70 score

**Implementation Plan (timeline):** Fall 2013

**Responsible Individual(s):** HRD Program Coordinator

**Supporting Attachments:**
Assessment Findings

Finding per Measure

BS in Human Resource Development Outcome Set

Program Objective #3: Professional behavior
Students will demonstrate professional, ethical, and socially responsible behavior.

SLO 3.3: Exhibit professional behavior
Students will exhibit professional behavior in their work environment.

Measure: Supervisor's evaluation
Direct - Other

Details/Description: Data collected in 351
Target: 70% enrolled will earn at least a 70 score
Implementation Plan (timeline): Fall 2013
Responsible Individual(s): HRD Program Coordinator
Supporting Attachments:
Fall 2013 HRD 351 obj 3 out 3 supervisor evaluation (Adobe Acrobat Document) (See appendix)

Findings for Supervisor's evaluation

Summary of Findings: 70% of 5 points possible is 3.5. 12 out of 13 students completing the assignment scored 70% or higher.
Results: Target Achievement: Exceeded
Recommendations: Continue using supervisor's evaluation through the next assessment cycle.
Reflections/Notes:
Substantiating Evidence:
Fall 2014 HRD 351 obj 3 out 3 data (Adobe Acrobat Document) (See appendix)

These Findings are associated with the following Actions:
Fall 2014 HRD 351 obj 3 out 3
(Action Plan; 2013-2014 Assessment Cycle)
SLO 3.4: Display ethical behavior
Students will display ethical behavior in their work environment.

Measure: Supervisor's evaluation
Direct - Other

Details/Description: Data collected in 351
Target: 70% enrolled will earn at least a 70 score

Implementation Plan (timeline): Fall 2013
Responsible Individual(s): HRD Program Coordinator
Supporting Attachments:
Fall 2013 HRD 351 obj 3 out 4 supervisor evaluation (Adobe Acrobat Document) (See appendix)

Findings for Supervisor's evaluation

Summary of Findings: 70% of 5 points possible is 3.5. 13 out of 13 students completing the assignment scored 70% or higher.
Results: Target Achievement: Exceeded
Recommendations: Continue using supervisor's evaluation through the next assessment cycle.
Reflections/Notes:
Substantiating Evidence:
Fall 2014 HRD 351 obj 3 out 4 data (Adobe Acrobat Document) (See appendix)

These Findings are associated with the following Actions:
Fall 2014 HRD 351 obj 3 out 4
(Action Plan; 2013-2014 Assessment Cycle)

Program Objective #5: Engage in lifelong development
Students will engage in lifelong learning and professional development.

SLO 5.1: Engage in lifelong learning activities
Students will engage in lifelong learning activities.

Measure: Rubric on Interview
Direct - Other

Details/Description: Data collected in 489
Target: 70% enrolled will earn at least a 70 score

Implementation Plan (timeline): Fall 2013
Responsible Individual(s): HRD Program Coordinator
Supporting Attachments:
Fall 2013 HRD 489 obj 5 out 1 interview rubric (Adobe Acrobat Document) (See appendix)

Findings for Rubric on Interview

Summary of Findings: 70% of 15 points possible is 10.5. 26 out of 27 students completing the assignment scored 70% or higher.
Results: Target Achievement: Met
Recommendations: Use same rubric during next assessment cycle.
Reflections/Notes:
Substantiating Evidence:
Fall 2013 HRD 489 obj 5 out 1 data (Adobe Acrobat Document) (See appendix)
These Findings are associated with the following Actions:

Fall 2013 HRD 489 obj 5 out 1 data
(Action Plan; 2013-2014 Assessment Cycle)

SLO 5.2: Participate in professional development
Students will participate in professional development opportunities.

Measure: Rubric on Interview
Direct - Other

Details/Description: Data collected in 489
Target: 70% enrolled will earn at least a 70 score

Implementation Plan (timeline): Fall 2013
Responsible Individual(s): HRD Program Coordinator
Supporting Attachments:
• Fall 2013 HRD 489 obj 5 out 2 interview rubric (Adobe Acrobat Document) (See appendix)

Findings for Rubric on Interview

Summary of Findings: 70% of 15 points possible is 10.5. 26 out of 27 students completing the assignment scored 70% or higher.

Results: Target Achievement: Exceeded

Recommendations: Continue using adult learner interview assignment and rubric through the next assessment cycle.

Reflections/Notes:

Substantiating Evidence:
• Fall 2013 HRD 489 obj 5 out 2 data (Adobe Acrobat Document) (See appendix)

These Findings are associated with the following Actions:

Fall 2013 HRD 489 obj 5 out 2
(Action Plan; 2013-2014 Assessment Cycle)

Overall Recommendations

No text specified

Overall Reflection

No text specified

Action Plan

Actions

BS in Human Resource Development Outcome Set

Program Objective #3: Professional behavior
Students will demonstrate professional, ethical, and socially responsible behavior.
Program Outcomes Assessment
BS in Human Resource Development

**SLO 3.3: Exhibit professional behavior**
Students will exhibit professional behavior in their work environment.

**Action**: Fall 2014 HRD 351 obj 3 out 3

This Action is associated with the following Findings

Findings for Supervisor's evaluation
(Assessment Plan and Assessment Findings; 2013-2014 Assessment Cycle)

Summary of Findings: 70% of 5 points possible is 3.5. 12 out of 13 students completing the assignment scored 70% or higher.

Action Details: Because this was the first year for a new instructor, a second assessment cycle will be beneficial.

Implementation Plan (timeline): Assess this outcome in three years.

Key/Responsible Personnel:

Measures: We will use the same rubric.

Resource Allocations:

Priority: Medium

**SLO 3.4: Display ethical behavior**
Students will display ethical behavior in their work environment.

**Action**: Fall 2014 HRD 351 obj 3 out 4

This Action is associated with the following Findings

Findings for Supervisor's evaluation
(Assessment Plan and Assessment Findings; 2013-2014 Assessment Cycle)

Summary of Findings: 70% of 5 points possible is 3.5. 13 out of 13 students completing the assignment scored 70% or higher.

Action Details: Because this was the first year for a new instructor, a second assessment cycle will be beneficial.

Implementation Plan (timeline): Assess this outcome in three years.

Key/Responsible Personnel:

Measures: We will use the same rubric.

Resource Allocations:

Priority: Medium

**Program Objective #5: Engage in lifelong development**
Students will engage in lifelong learning and professional development.

**SLO 5.1: Engage in lifelong learning activities**
Students will engage in lifelong learning activities.

**Action**: Fall 2013 HRD 489 obj 5 out 1 data

This Action is associated with the following Findings

Findings for Rubric on Interview
(Assessment Plan and Assessment Findings; 2013-2014 Assessment Cycle)

Summary of Findings: 70% of 15 points possible is 10.5. 26 out of 27 students completing the assignment scored 70% or higher.

Action Details: Because this was the first year for a new instructor, a second assessment cycle will be beneficial.
Implementation Plan (timeline): Assess this outcome in three years.

Key/Responsible Personnel:

Measures: We will use the same rubric.

Resource Allocations:

Priority: Medium

SLO 5.2: Participate in professional development

Students will participate in professional development opportunities.

Action: Fall 2013 HRD 489 obj 5 out 2

This Action is associated with the following Findings

Findings for Rubric on Interview
(Assessment Plan and Assessment Findings; 2013-2014 Assessment Cycle)

Summary of Findings: 70% of 15 points possible is 10.5. 26 out of 27 students completing the assignment scored 70% or higher.

Action Details: Because this was the first year for a new instructor, a second assessment cycle will be beneficial.

Implementation Plan (timeline): Assess this outcome in three years.

Key/Responsible Personnel:

Measures: We will use the same rubric.

Resource Allocations:

Priority: Medium

Status Report

Action Statuses

BS in Human Resource Development Outcome Set

Program Objective #3: Professional behavior

Students will demonstrate professional, ethical, and socially responsible behavior.

SLO 3.3: Exhibit professional behavior

Students will exhibit professional behavior in their work environment.

Action: Fall 2014 HRD 351 obj 3 out 3

Action Details: Because this was the first year for a new instructor, a second assessment cycle will be beneficial.

Implementation Plan (timeline): Assess this outcome in three years.

Key/Responsible Personnel:

Measures: We will use the same rubric.

Resource Allocations:

Priority: Medium
Status for Fall 2014 HRD 351 obj 3 out 3

Current Status: Completed

Resource Allocation(s) Status:

Next Steps/Additional Information: Next Assessment Cycle for this outcome will be 2016/2017.

SLO 3.4: Display ethical behavior
Students will display ethical behavior in their work environment.

Action: Fall 2014 HRD 351 obj 3 out 4

Action Details: Because this was the first year for a new instructor, a second assessment cycle will be beneficial.

Implementation Plan (timeline): Assess this outcome in three years.

Key/Responsible Personnel:

Measures: We will use the same rubric.

Resource Allocations:

Priority: Medium

Status for Fall 2014 HRD 351 obj 3 out 4

Current Status: Completed

Resource Allocation(s) Status:

Next Steps/Additional Information: Next Assessment Cycle for this outcome will be 2016/2017.

Program Objective #5: Engage in lifelong development
Students will engage in lifelong learning and professional development.

SLO 5.1: Engage in lifelong learning activities
Students will engage in lifelong learning activities.

Action: Fall 2013 HRD 489 obj 5 out 1 data

Action Details: Because this was the first year for a new instructor, a second assessment cycle will be beneficial.

Implementation Plan (timeline): Assess this outcome in three years.

Key/Responsible Personnel:

Measures: We will use the same rubric.

Resource Allocations:

Priority: Medium

Status for Fall 2013 HRD 489 obj 5 out 1 data
Current Status: Completed

Resource Allocation(s) Status:

Next Steps/Additional Information: Next Assessment Cycle for this outcome will be 2016/2017.

**SLO 5.2: Participate in professional development**
Students will participate in professional development opportunities.

**Action:** Fall 2013 HRD 489 obj 5 out 2

**Action Details:** Because this was the first year for a new instructor, a second assessment cycle will be beneficial.

**Implementation Plan (timeline):** Assess this outcome in three years.

**Key/Responsible Personnel:**

**Measures:** We will use the same rubric.

**Resource Allocations:**

**Priority:** Medium

---

Status for Fall 2013 HRD 489 obj 5 out 2

Current Status: Completed

Resource Allocation(s) Status:

Next Steps/Additional Information: Next Assessment Cycle for this outcome will be 2016/2017.

---

**Status Summary**

*No text specified*

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**Summary of Next Steps**

*No text specified*
2014-2015 Assessment Cycle

Assessment Plan

Outcomes and Measures

BS in Human Resource Development Outcome Set

Program Objective #4: Diversity and inclusion
Students will demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.

SLO 4.2: Demonstrate knowledge
Students will demonstrate knowledge of contemporary professional issues.

Measure: Rubric on project in 468
Direct - Student Artifact
Details/Description:
Target: 70% enrolled will earn at least a 70 score
Implementation Plan (timeline): S2015/S2018
Responsible Individual(s): HRD Program Coordinator/ HRD Program Team
Supporting Attachments:
Objective 4 Outcome 2 (Adobe Acrobat Document) (See appendix)

SLO 4.3: Recognize current social issues.
Students will recognize current social issues.

Measure: Rubric on project in 468
Direct - Student Artifact
Details/Description:
Target: 70% enrolled will earn at least a 70 score
Implementation Plan (timeline): S2015/S2018
Responsible Individual(s): HRD Program Coordinator/ HRD Program Team
Supporting Attachments:
Objective 4 Outcome 3 (Adobe Acrobat Document) (See appendix)

Assessment Findings

Finding per Measure

BS in Human Resource Development Outcome Set

Program Objective #4: Diversity and inclusion
Students will demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.

SLO 4.2: Demonstrate knowledge
Students will demonstrate knowledge of contemporary professional issues.

Measure: Rubric on project in 468
Direct - Student Artifact
Details/Description:
Target: 70% enrolled will earn at least a 70 score
Implementation Plan (timeline): S2015/S2018
Responsible Individual(s): HRD Program Coordinator/ HRD Program Team
Supporting Attachments:
- Objective 4 Outcome 2 (Adobe Acrobat Document) (See appendix)

Findings for Rubric on project in 468

Summary of Findings: 70% of 300 = 210 points.
32 of the 32 students completing the assignment scored 70 or higher.

Results: Target Achievement: Exceeded
Recommendations: Continue with rubric through next assessment cycle.

Reflections/Notes:
Substantiating Evidence:
- Objective 4 Outcome 2 Data (Adobe Acrobat Document) (See appendix)

SLO 4.3: Recognize current social issues.
Students will recognize current social issues.

Measure: Rubric on project in 468
Direct - Student Artifact

Details/Description:
Target: 70% enrolled will earn at least a 70 score
Implementation Plan (timeline): S2015/S2018
Responsible Individual(s): HRD Program Coordinator/ HRD Program Team
Supporting Attachments:
- Objective 4 Outcome 3 (Adobe Acrobat Document) (See appendix)

Findings for Rubric on project in 468

Summary of Findings: 70% of 300 = 210 points.
32 of the 32 students completing the assignment scored 70 or higher.

Results: Target Achievement: Exceeded
Recommendations: Continue with rubric through next assessment cycle.
Reflections/Notes:
Substantiating Evidence:
- Objective 4 Outcome 3 Data (Adobe Acrobat Document) (See appendix)

Overall Recommendations
No text specified

Overall Reflection
No text specified
**Action Plan**

**Actions**

**BS in Human Resource Development Outcome Set**

**Program Objective #4: Diversity and inclusion**
Students will demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.

<table>
<thead>
<tr>
<th>SLO 4.2: Demonstrate knowledge</th>
<th>Action: Fall 2014 HRD 468 obj 4 out 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will demonstrate knowledge of contemporary professional issues.</td>
<td>This Action is associated with the following Findings</td>
</tr>
<tr>
<td></td>
<td>No supporting Findings have been linked to this Action.</td>
</tr>
<tr>
<td></td>
<td>Action Details: Because this was the first year for an evaluation, a second assessment cycle will be beneficial.</td>
</tr>
<tr>
<td></td>
<td>Implementation Plan (timeline): Assess this outcome in three years.</td>
</tr>
<tr>
<td></td>
<td>Key/Responsible Personnel:</td>
</tr>
<tr>
<td></td>
<td>Measures: We will use the same rubric.</td>
</tr>
<tr>
<td></td>
<td>Resource Allocations:</td>
</tr>
<tr>
<td></td>
<td>Priority: Medium</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SLO 4.3: Recognize current social issues</th>
<th>Action: Fall 2014 HRD 468 objective 4 outcome 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will recognize current social issues.</td>
<td>This Action is associated with the following Findings</td>
</tr>
<tr>
<td></td>
<td>No supporting Findings have been linked to this Action.</td>
</tr>
<tr>
<td></td>
<td>Action Details: Because this was the first year for an evaluation, a second assessment cycle will be beneficial.</td>
</tr>
<tr>
<td></td>
<td>Implementation Plan (timeline): Assess this outcome in three years.</td>
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<tr>
<td></td>
<td>Key/Responsible Personnel:</td>
</tr>
<tr>
<td></td>
<td>Measures: We will use the same rubric.</td>
</tr>
<tr>
<td></td>
<td>Resource Allocations:</td>
</tr>
<tr>
<td></td>
<td>Priority: Medium</td>
</tr>
</tbody>
</table>

**Status Report**

**Action Statues**

**BS in Human Resource Development Outcome Set**

**Program Objective #4: Diversity and inclusion**
Students will demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.
SLO 4.2: Demonstrate knowledge
Students will demonstrate knowledge of contemporary professional issues.

- **Action**: Fall 2014 HRD 468 obj 4 out 2
  - **Action Details**: Because this was the first year for an evaluation, a second assessment cycle will be beneficial.
  - **Implementation Plan (timeline)**: Assess this outcome in three years.
  - **Key/Responsible Personnel**:
  - **Measures**: We will use the same rubric.
  - **Resource Allocations**:
  - **Priority**: Medium

- **Status** for Fall 2014 HRD 468 obj 4 out 2
  - **Current Status**: Completed
  - **Resource Allocation(s) Status**:
  - **Next Steps/Additional Information**: Assess this outcome in three years.

SLO 4.3: Recognize current social issues.
Students will recognize current social issues.

- **Action**: Fall 2014 HRD 468 objective 4 outcome 2
  - **Action Details**: Because this was the first year for an evaluation, a second assessment cycle will be beneficial.
  - **Implementation Plan (timeline)**: Assess this outcome in three years.
  - **Key/Responsible Personnel**:
  - **Measures**: We will use the same rubric.
  - **Resource Allocations**:
  - **Priority**: Medium

- **Status** for Fall 2014 HRD 468 objective 4 outcome 2
  - **Current Status**: Completed
  - **Resource Allocation(s) Status**:
  - **Next Steps/Additional Information**: Assess this outcome in three years.

**Status Summary**

No text specified

**Summary of Next Steps**

No text specified
### Assessment Plan

#### Outcomes and Measures

**BS in Human Resource Development Outcome Set**

<table>
<thead>
<tr>
<th>Program Objective #1: Mastery of technical skills</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will demonstrate mastery of technical skills including analyzing, designing, developing, implementing &amp; evaluating organizational performance improvement initiatives.</td>
<td></td>
</tr>
</tbody>
</table>

**SLO 1.1: Analyze organizational performance**

Students will analyze organizational performance improvement initiatives.

**Measure:** Rubric on training program

Direct - Student Artifact

**Details/Description:**

- **NOTE:** This measure applies to outcomes 1.1, 1.2, 1.3, 1.4, & 1.5.
- **Target:** 70% enrolled will earn at least a 70 score
- **Implementation Plan (timeline):** F2015/F2018
- **Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

**SLO 1.2: Design improvement initiatives**

Students will design organizational performance improvement initiatives.

**Measure:** See measure for outcome 1.1

**Details/Description:**

- **Target:**
- **Implementation Plan (timeline):**
- **Responsible Individual(s):**

**SLO 1.3: Develop improvement initiatives**

Students will develop organizational performance improvement initiatives.

**Measure:** See measure for outcome 1.1

**Details/Description:**

- **Target:**
- **Implementation Plan (timeline):**
- **Responsible Individual(s):**

**SLO 1.4: Implement improvement initiatives**

Students will implement organizational performance improvement initiatives.

**Measure:** See measure for outcome 1.1

**Details/Description:**

- **Target:**
- **Implementation Plan (timeline):**
- **Responsible Individual(s):**
### SLO 1.5: Evaluate improvement initiatives

Students will evaluate organizational performance improvement initiatives.

**Measure:** See measure for outcome 1.1

**Details/Description:**

**Target:**

**Implementation Plan (timeline):**

**Responsible Individual(s):**

### Program Objective #2: Communicate effectively

#### SLO 2.1: Interact with others

Students will interact with others in a way that gives them confidence in one's intentions and those of the organization.

**Measure:** Supervisor's evaluation (Q# 8)

**Indirect - Other**

**Details/Description:** 351

**Target:** 70% enrolled will earn at least a 70 score

**Implementation Plan (timeline):** S2016/S2019

**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

#### SLO 2.2: Provide information orally

Students will provide clear, concise, and compelling information orally.

**Measure:** Rubric on Opening Exercise

**Direct - Student Artifact**

**Details/Description:** 385

**Target:** 70% enrolled will earn at least a 70 score

**Implementation Plan (timeline):** S2012/S2016

**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

#### SLO 2.4: Establish collaborative relationships

Students will establish collaborative relationships across a broad range of people and groups.

**Measure:** Rubric on group project

**Direct - Student Artifact**

**Details/Description:** 495

**Target:** 70% enrolled will earn at least a 70 score

**Implementation Plan (timeline):** S2016/S2019

**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

### Program Objective #4: Diversity and inclusion

Students will demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.

#### SLO 4.1: Exhibit awareness

Students will exhibit awareness of the benefits of diverse and inclusive organizational environments.

**Measure:** Rubric on project in 420

**Details/Description:**

**Target:** 70% enrolled will earn at least a 70 score

**Implementation Plan (timeline):** F2015/F2018

**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team
# Finding per Measure

## BS in Human Resource Development Outcome Set

### Program Objective #1: Mastery of technical skills

Students will demonstrate mastery of technical skills including analyzing, designing, developing, implementing & evaluating organizational performance improvement initiatives.

<table>
<thead>
<tr>
<th>SLO 1.1: Analyze organizational performance</th>
<th>Measure: Rubric on training program Direct - Student Artifact</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Details/Description: NOTE: This measure applies to outcomes 1.1, 1.2, 1.3, 1.4, &amp; 1.5. 369</td>
</tr>
<tr>
<td></td>
<td>Target: 70% enrolled will earn at least a 70 score</td>
</tr>
<tr>
<td></td>
<td>Implementation Plan (timeline): F2015/F2018</td>
</tr>
<tr>
<td></td>
<td>Responsible Individual(s): HRD Program Coordinator/ HRD Program Team</td>
</tr>
<tr>
<td></td>
<td>Findings for Rubric on training program</td>
</tr>
<tr>
<td></td>
<td>No Findings Added</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>SLO 1.2: Design improvement initiatives</th>
<th>Measure: See measure for outcome 1.1</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Details/Description:</td>
</tr>
<tr>
<td></td>
<td>Target:</td>
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<td></td>
<td>Implementation Plan (timeline):</td>
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<td></td>
<td>Responsible Individual(s):</td>
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<td></td>
<td>Findings for See measure for outcome 1.1</td>
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<th>SLO 1.3: Develop improvement initiatives</th>
<th>Measure: See measure for outcome 1.1</th>
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<td>Details/Description:</td>
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<td>Responsible Individual(s):</td>
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<td>Findings for See measure for outcome 1.1</td>
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<td>No Findings Added</td>
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<th>SLO 1.4: Implement improvement initiatives</th>
<th>Measure: See measure for outcome 1.1</th>
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<td>Findings for See measure for outcome 1.1</td>
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<td>No Findings Added</td>
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</table>
Students will implement organizational performance improvement initiatives.

Details/Description:
Target:
Implementation Plan (timeline):
Responsible Individual(s):

Findings for See measure for outcome 1.1
No Findings Added

SLO 1.5: Evaluate improvement initiatives
Students will evaluate organizational performance improvement initiatives.

Measure: See measure for outcome 1.1

Details/Description:
Target:
Implementation Plan (timeline):
Responsible Individual(s):

Findings for See measure for outcome 1.1
No Findings Added

Program Objective #2: Communicate effectively

SLO 2.1: Interact with others
Students will interact with others in a way that gives them confidence in one's intentions and those of the organization.

Measure: Supervisor's evaluation (Q# 8)
Indirect - Other

Details/Description: 351
Target: 70% enrolled will earn at least a 70 score
Implementation Plan (timeline): S2016/S2019
Responsible Individual(s): HRD Program Coordinator/ HRD Program Team

Findings for Supervisor's evaluation (Q# 8)
No Findings Added

SLO 2.2: Provide information orally
Students will provide clear, concise, and compelling information orally.

Measure: Rubric on Opening Exercise
Direct - Student Artifact

Details/Description: 385
Target: 70% enrolled will earn at least a 70 score
Responsible Individual(s): HRD Program Coordinator/ HRD Program Team

Findings for Rubric on Opening Exercise
No Findings Added
SLO 2.4: Establish collaborative relationships

Students will establish collaborative relationships across a broad range of people and groups.

**Measure:** Rubric on group project
Direct - Student Artifact

**Details/Description:** 495
**Target:** 70% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** S2016/S2019
**Responsible Individual(s):** HRD Program Coordinator/HRD Program Team

**Findings** for Rubric on group project

No Findings Added

Program Objective #4: Diversity and inclusion

Students will demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.

SLO 4.1: Exhibit awareness

Students will exhibit awareness of the benefits of diverse and inclusive organizational environments.

**Measure:** Rubric on project in 420

**Details/Description:**
**Target:** 70% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** F2015/F2018
**Responsible Individual(s):** HRD Program Coordinator/HRD Program Team

**Findings** for Rubric on project in 420

No Findings Added

Overall Recommendations

No text specified

Overall Reflection

No text specified

Action Plan

Status Report
2016-2017 Assessment Cycle

Assessment Plan

Outcomes and Measures

BS in Human Resource Development Outcome Set

Program Objective #2: Communicate effectively

SLO 2.3: Provide written information

Students will provide clear, concise, and compelling written information.

- **Measure:** Rubric on paper in 350
  Direct - Student Artifact

  - **Details/Description:**
    - **Target:** 70% enrolled will earn at least a 70 score
    - **Implementation Plan (timeline):** S2013/S2017
    - **Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

Program Objective #3: Professional behavior

Students will demonstrate professional, ethical, and socially responsible behavior.

SLO 3.1: Model behavior in the working environment

Students will model socially responsible behavior in their work environment.

- **Measure:** Supervisor’s evaluation (Q# 9)
  Indirect - Other

  - **Details/Description:**
    - **Target:** 70% enrolled will earn at least a 70 score
    - **Implementation Plan (timeline):** F2012/F2016
    - **Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

Program Objective #4: Diversity and inclusion

Students will demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.

SLO 4.4: Identify global organizational issues

Students will identify global organizational issues.

- **Measure:** Case study
  Direct - Student Artifact

  - **Details/Description:**
    - **Target:** 70% enrolled will earn at least a 70 score
    - **Implementation Plan (timeline):** S2013/S2017
    - **Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team
## Assessment Findings

### Finding per Measure

#### BS in Human Resource Development Outcome Set

**Program Objective #2: Communicate effectively**

**SLO 2.3: Provide written information**

Students will provide clear, concise, and compelling written information.

**Measure:** Rubric on paper in 350  
Direct - Student Artifact

**Details/Description:**
- **Target:** 70% enrolled will earn at least a 70 score  
- **Implementation Plan (timeline):** S2013/S2017  
- **Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

**Findings for Rubric on paper in 350**

*No Findings Added*

---

**Program Objective #3: Professional behavior**

Students will demonstrate professional, ethical, and socially responsible behavior.

**SLO 3.1: Model behavior in the working environment**

Students will model socially responsible behavior in their work environment.

**Measure:** Supervisor's evaluation (Q# 9)  
Indirect - Other

**Details/Description:** 351
- **Target:** 70% enrolled will earn at least a 70 score  
- **Implementation Plan (timeline):** F2012/F2016  
- **Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

**Findings for Supervisor's evaluation (Q# 9)**

*No Findings Added*

---

**SLO 3.2: Evaluate the ethical dimension of performance**

Students will evaluate the ethical dimension of performance improvement initiatives in organizational workplaces.

**Measure:** Rubric on Organizational Culture Assessment  
Direct - Student Artifact

**Details/Description:** 425
- **Target:** 70% enrolled will earn at least a 70 score  
- **Implementation Plan (timeline):** S2013/S2017  
- **Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

**Findings for Rubric on Organizational Culture Assessment**

---

**Target:** 70% enrolled will earn at least a 70 score  
**Implementation Plan (timeline):** S2013/S2017  
**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team
### Program Objective #4: Diversity and inclusion

Students will demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.

### SLO 4.4: Identify global organizational issues

Students will identify global organizational issues.

**Measure:** Case study

- **Direct - Student Artifact**

**Details/Description:** 425

**Target:** 70% enrolled will earn at least a 70 score

**Implementation Plan (timeline):** S2013/S2017

**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

---

**Findings for Case study**

No Findings Added

---

### Overall Recommendations

No text specified

### Overall Reflection

No text specified
### Assessment Plan

#### Outcomes and Measures

**BS in Human Resource Development Outcome Set**

**Program Objective #3: Professional behavior**
Students will demonstrate professional, ethical, and socially responsible behavior.

<table>
<thead>
<tr>
<th>SLO 3.3: Exhibit professional behavior</th>
<th><strong>Measure:</strong> Supervisor's evaluation (Q# 10)</th>
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</thead>
<tbody>
<tr>
<td>Students will exhibit professional behavior in their work environment.</td>
<td><strong>Details/Description:</strong> 351</td>
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<td><strong>Target:</strong> 70% enrolled will earn at least a 70 score</td>
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<table>
<thead>
<tr>
<th>SLO 3.4: Display ethical behavior</th>
<th><strong>Measure:</strong> Supervisor's evaluation (Q# 11)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will display ethical behavior in their work environment.</td>
<td><strong>Details/Description:</strong> 351</td>
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<tr>
<td><strong>Target:</strong> 70% enrolled will earn at least a 70 score</td>
<td><strong>Implementation Plan (timeline):</strong> F2013/F2017</td>
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<td><strong>Responsible Individual(s):</strong> HRD Program Coordinator/ HRD Program Team</td>
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</table>

**Program Objective #4: Diversity and inclusion**
Students will demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.

<table>
<thead>
<tr>
<th>SLO 4.2: Demonstrate knowledge</th>
<th><strong>Measure:</strong> Rubric on project in 468</th>
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</thead>
<tbody>
<tr>
<td>Students will demonstrate knowledge of contemporary professional issues.</td>
<td><strong>Details/Description:</strong></td>
</tr>
<tr>
<td><strong>Target:</strong> 70% enrolled will earn at least a 70 score</td>
<td><strong>Implementation Plan (timeline):</strong> S2015/S2018</td>
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<table>
<thead>
<tr>
<th>SLO 4.3: Recognize current social issues.</th>
<th><strong>Measure:</strong> Rubric on project in 468</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will recognize current social issues.</td>
<td><strong>Details/Description:</strong></td>
</tr>
<tr>
<td><strong>Target:</strong> 70% enrolled will earn at least a 70 score</td>
<td><strong>Implementation Plan (timeline):</strong> S2015/S2018</td>
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</tbody>
</table>
**Program Objective #5: Engage in lifelong development**

Students will engage in lifelong learning and professional development.

**SLO 5.1: Engage in lifelong learning activities**

Students will engage in lifelong learning activities.

**Measure:** Rubric on Interview
Direct - Student Artifact

**Details/Description:** 489

**Target:** 70% enrolled will earn at least a 70 score

**Implementation Plan (timeline):** F2013/F2017

**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

**SLO 5.2: Participate in professional development**

Students will participate in professional development opportunities.

**Measure:** Rubric on Interview
Direct - Student Artifact

**Details/Description:** 489

**Target:** 70% enrolled will earn at least a 70 score

**Implementation Plan (timeline):** F2013/F2017

**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

---

**Assessment Findings**

**Finding per Measure**

**BS in Human Resource Development Outcome Set**

**Program Objective #3: Professional behavior**

Students will demonstrate professional, ethical, and socially responsible behavior.

**SLO 3.3: Exhibit professional behavior**

Students will exhibit professional behavior in their work environment.

**Measure:** Supervisor’s evaluation (Q# 10)
Indirect - Other

**Details/Description:** 351

**Target:** 70% enrolled will earn at least a 70 score

**Implementation Plan (timeline):** F2013/F2017

**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

**Findings for Supervisor’s evaluation (Q# 10)**

*No Findings Added*

**SLO 3.4: Display ethical behavior**

Students will display ethical behavior in their work environment.

**Measure:** Supervisor’s evaluation (Q# 11)
Indirect - Other

**Details/Description:** 351

**Target:** 70% enrolled will earn at least a 70 score
Program Objective #4: Diversity and inclusion
Students will demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.

SLO 4.2: Demonstrate knowledge
Students will demonstrate knowledge of contemporary professional issues.

**Measure:** Rubric on project in 468
Direct - Student Artifact

**Details/Description:**
- **Target:** 70% enrolled will earn at least a 70 score
- **Implementation Plan (timeline):** S2015/S2018
- **Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

**Findings for Rubric on project in 468**
No Findings Added

SLO 4.3: Recognize current social issues.
Students will recognize current social issues.

**Measure:** Rubric on project in 468
Direct - Student Artifact

**Details/Description:**
- **Target:** 70% enrolled will earn at least a 70 score
- **Implementation Plan (timeline):** S2015/S2018
- **Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

**Findings for Rubric on project in 468**
No Findings Added

Program Objective #5: Engage in lifelong development
Students will engage in lifelong learning and professional development.

SLO 5.1: Engage in lifelong learning activities
Students will engage in lifelong learning activities.

**Measure:** Rubric on Interview
Direct - Student Artifact

**Details/Description:** 489
- **Target:** 70% enrolled will earn at least a 70 score
- **Implementation Plan (timeline):** F2013/F2017
- **Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

**Findings for Rubric on Interview**
No Findings Added
SLO 5.2: Participate in professional development

Students will participate in professional development opportunities.

Measure: Rubric on Interview
Direct - Student Artifact

Details/Description: 489
Target: 70% enrolled will earn at least a 70 score
Implementation Plan (timeline): F2013/F2017
Responsible Individual(s): HRD Program Coordinator/ HRD Program Team

Findings for Rubric on Interview

No Findings Added

Overall Recommendations
No text specified

Overall Reflection
No text specified
2018-2019 Assessment Cycle

Assessment Plan

Outcomes and Measures

BS in Human Resource Development Outcome Set

Program Objective #1: Mastery of technical skills

Students will demonstrate mastery of technical skills including analyzing, designing, developing, implementing & evaluating organizational performance improvement initiatives.

<table>
<thead>
<tr>
<th>SLO 1.1: Analyze organizational performance</th>
<th>Measure: Rubric on training program</th>
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<tbody>
<tr>
<td>Students will analyze organizational performance improvement initiatives.</td>
<td>Direct - Student Artifact</td>
</tr>
<tr>
<td>Details/Description: NOTE: This measure applies to outcomes 1.1, 1.2, 1.3, 1.4, &amp; 1.5.</td>
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<tr>
<td>Target: 70% enrolled will earn at least a 70 score</td>
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<th>SLO 1.2: Design improvement initiatives</th>
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<td>Students will design organizational performance improvement initiatives.</td>
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<th>SLO 1.4: Implement improvement initiatives</th>
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<td>Implementation Plan (timeline):</td>
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<td>Responsible Individual(s):</td>
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</tbody>
</table>
Program Objective #1: Mastery of technical skills
Students will demonstrate mastery of technical skills including analyzing, designing, developing, implementing & evaluating organizational performance improvement initiatives.

SLO 1.5: Evaluate improvement initiatives
Students will evaluate organizational performance improvement initiatives.

Details/Description:
Target:
Implementation Plan (timeline):
Responsible Individual(s):

Measure: See measure for outcome 1.1

Program Objective #2: Communicate effectively

SLO 2.1: Interact with others
Students will interact with others in a way that gives them confidence in one's intentions and those of the organization.

Details/Description: 351
Target: 70% enrolled will earn at least a 70 score
Implementation Plan (timeline): S2016/S2019
Responsible Individual(s): HRD Program Coordinator/ HRD Program Team

Measure: Supervisor's evaluation (Q# 8)
Indirect - Other

SLO 2.4: Establish collaborative relationships
Students will establish collaborative relationships across a broad range of people and groups.

Details/Description: 495
Target: 70% enrolled will earn at least a 70 score
Implementation Plan (timeline): S2016/S2019
Responsible Individual(s): HRD Program Coordinator/ HRD Program Team

Measure: Rubric on group project
Direct - Student Artifact

Program Objective #4: Diversity and inclusion
Students will demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.

SLO 4.1: Exhibit awareness
Students will exhibit awareness of the benefits of diverse and inclusive organizational environments.

Details/Description:
Target: 70% enrolled will earn at least a 70 score
Implementation Plan (timeline): F2015/F2018
Responsible Individual(s): HRD Program Coordinator/ HRD Program Team

Measure: Rubric on project in 420

Assessment Findings
Finding per Measure

BS in Human Resource Development Outcome Set
Program Objective #1: Mastery of technical skills
Students will demonstrate mastery of technical skills including analyzing, designing, developing, implementing & evaluating organizational performance improvement initiatives.
SLO 1.1: Analyze organizational performance

Students will analyze organizational performance improvement initiatives.

Measure: Rubric on training program

Details/Description: NOTE: This measure applies to outcomes 1.1, 1.2, 1.3, 1.4, & 1.5.

Target: 70% enrolled will earn at least a 70 score

Implementation Plan (timeline): F2015/F2018

Responsible Individual(s): HRD Program Coordinator/HRD Program Team

Findings for Rubric on training program

No Findings Added

SLO 1.2: Design improvement initiatives

Students will design organizational performance improvement initiatives.

Measure: See measure for outcome 1.1

Details/Description:

Target:

Implementation Plan (timeline):

Responsible Individual(s):

Findings for See measure for outcome 1.1

No Findings Added

SLO 1.3: Develop improvement initiatives

Students will develop organizational performance improvement initiatives.

Measure: See measure for outcome 1.1

Details/Description:

Target:

Implementation Plan (timeline):

Responsible Individual(s):

Findings for See measure for outcome 1.1

No Findings Added

SLO 1.4: Implement improvement initiatives

Students will implement organizational performance improvement initiatives.

Measure: See measure for outcome 1.1

Details/Description:

Target:

Implementation Plan (timeline):

Responsible Individual(s):

Findings for See measure for outcome 1.1

No Findings Added
| SLO 1.5: Evaluate improvement initiatives | **Measure:** See measure for outcome 1.1  
Students will evaluate organizational performance improvement initiatives. |
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</table>
Target:  
Implementation Plan (timeline):  
Responsible Individual(s):  |
| **Findings** for See measure for outcome 1.1 | No Findings Added |

**Program Objective #2: Communicate effectively**

| SLO 2.1: Interact with others | **Measure:** Supervisor's evaluation (Q# 8)  
Indirect - Other  
Students will interact with others in a way that gives them confidence in one's intentions and those of the organization. |
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Target: 70% enrolled will earn at least a 70 score  
Implementation Plan (timeline): S2016/S2019  
Responsible Individual(s): HRD Program Coordinator/ HRD Program Team |
| **Findings** for Supervisor's evaluation (Q# 8) | No Findings Added |

| SLO 2.4: Establish collaborative relationships | **Measure:** Rubric on group project  
Direct - Student Artifact  
Students will establish collaborative relationships across a broad range of people and groups. |
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Target: 70% enrolled will earn at least a 70 score  
Implementation Plan (timeline): S2016/S2019  
Responsible Individual(s): HRD Program Coordinator/ HRD Program Team |
| **Findings** for Rubric on group project | No Findings Added |

| Program Objective #4: Diversity and inclusion | **Measure:** Rubric on project in 420  
Students will demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues. |
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Implementation Plan (timeline): F2015/F2018 |
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<td><strong>Findings for Rubric on project in 420</strong></td>
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<tr>
<td><em>No Findings Added</em></td>
<td></td>
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</table>

## Overall Recommendations

*No text specified*

## Overall Reflection

*No text specified*
2019-2020 Assessment Cycle

Assessment Plan

Assessment Findings
Appendix

A. BS in HRD Curriculum Map (Curriculum Map)
B. Objective 1, Outcome 1 Rubric (Adobe Acrobat Document)
C. Objective 1, Outcome 2 Rubric (Adobe Acrobat Document)
D. Objective 1, Outcome 3 Rubric (Adobe Acrobat Document)
E. Objective 1, Outcome 4 Rubric (Adobe Acrobat Document)
F. Objective 1, Outcome 5 Rubric (Adobe Acrobat Document)
G. OBJECTIVE # 1, Outcome 1 data (Adobe Acrobat Document)
H. OBJECTIVE # 1, Outcome 2 data (Adobe Acrobat Document)
I. OBJECTIVE # 1, Outcome 3 data (Adobe Acrobat Document)
J. OBJECTIVE # 1, Outcome 4 data (Adobe Acrobat Document)
K. OBJECTIVE # 1, Outcome 5 data (Adobe Acrobat Document)
L. Objective 2, Outcome 2 Rubric (Adobe Acrobat Document)
M. OBJECTIVE # 2, Outcome 2 data (Adobe Acrobat Document)
N. OBJECTIVE #2, Outcome 3 rubric (Adobe Acrobat Document)
O. OBJECTIVE #3, Outcome 1 rubric (Adobe Acrobat Document)
P. OBJECTIVE #3, Outcome 2 rubric (Adobe Acrobat Document)
Q. OBJECTIVE #4, Outcome 4 rubric (Adobe Acrobat Document)
R. Fall 2012 HRD 351 obj 3 out 1 data (Adobe Acrobat Document)
S. Spring 2013 HRD 350 obj 2 out 3 data (Adobe Acrobat Document)
T. Spring 2013 HRD 425 obj 3 out 2 data (Adobe Acrobat Document)
U. Spring 2013 HRD 425 obj 4 out 4 data (Adobe Acrobat Document)
V. OBJECTIVE # 2, Outcome 2 data (Adobe Acrobat Document)
W. Fall 2013 HRD 351 obj 3 out 3 supervisor evaluation (Adobe Acrobat Document)
X. Fall 2013 HRD 351 obj 3 out 4 supervisor evaluation (Adobe Acrobat Document)
Y. Fall 2013 HRD 489 obj 5 out 1 interview rubric (Adobe Acrobat Document)
Z. Fall 2013 HRD 489 obj 5 out 2 interview rubric (Adobe Acrobat Document)
AA. Fall 2013 HRD 489 obj 5 out 1 data (Adobe Acrobat Document)
AB. Fall 2013 HRD 489 obj 5 out 2 data (Adobe Acrobat Document)
AC. Fall 2014 HRD 351 obj 3 out 3 data (Adobe Acrobat Document)
AD. Fall 2014 HRD 351 obj 3 out 4 data (Adobe Acrobat Document)
AE. OBJECTIVE # 2, Outcome 2 data (Adobe Acrobat Document)
AF. Objective 4 Outcome 2 (Adobe Acrobat Document)
AG. Objective 4 Outcome 3 (Adobe Acrobat Document)
AH. Objective 4 Outcome 3 Data (Adobe Acrobat Document)
AI. Objective 4 Outcome 2 Data (Adobe Acrobat Document)
AJ. OBJECTIVE # 2, Outcome 2 data (Adobe Acrobat Document)