Program Outcomes Assessment

MS in Human Resource Development

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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

NEW MS 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 and 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>No Mapping</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>No Mapping</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>No Mapping</td>
</tr>
<tr>
<td>Students will provide clear, concise, and compelling written information.</td>
<td></td>
</tr>
<tr>
<td>SLO 2.4: Establish collaborative relationships</td>
<td>No Mapping</td>
</tr>
</tbody>
</table>
| Students will establish collaborative relationships across a broad
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 improvement initiatives in organizational workplaces.</td>
<td>No Mapping</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>SLO 4.4 Identify Global Organizational Issues</td>
<td>No Mapping</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 opportunities</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will participate in professional development opportunities.</td>
<td></td>
</tr>
</tbody>
</table>

Program Objective #6: Design a research project
Students will design a research project, collect and analyze data, and communicate the findings in a report.

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Mapping</th>
</tr>
</thead>
<tbody>
<tr>
<td>SLO 6.1: Justify a rationale and write a problem statement</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will justify a rationale and write a problem statement.</td>
<td></td>
</tr>
<tr>
<td>SLO 6.2: Write a literature review</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will write a literature review.</td>
<td></td>
</tr>
<tr>
<td>SLO 6.3: Design research methodology</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will design the appropriate research methodology</td>
<td></td>
</tr>
</tbody>
</table>
SLO 6.4: Collect data  
Students will collect data.  

SLO 6.5: Analyze data  
Students will analyze data using either qualitative or quantitative methods.  

SLO 6.6: Discuss findings  
Students will discuss findings.  

SLO 6.7: Make conclusions  
Students will make conclusions.  

SLO 6.8: Write a final report  
Students will write a final report.  

**Program Objective #7: Attain leadership positions**

Students will attain leadership positions in Human Resource Development in industry or government.

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Mapping</th>
</tr>
</thead>
<tbody>
<tr>
<td>SLO 7.1: Identify leadership styles</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will identify leadership styles.</td>
<td></td>
</tr>
<tr>
<td>SLO 7.2: Examine leadership strengths and weaknesses</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will examine their own leadership strengths and weaknesses.</td>
<td></td>
</tr>
<tr>
<td>SLO 7.3: Develop leadership capabilities</td>
<td>No Mapping</td>
</tr>
<tr>
<td>Students will develop their leadership capabilities.</td>
<td></td>
</tr>
</tbody>
</table>

**Curriculum Map**

**Active Curriculum Maps**

- **MS in HRD Curriculum Map** (See appendix)
  - **Alignment Set:** NEW MS in Human Resource Development Outcome Set
  - **Created:** 12/15/2011 7:08:07 am CST
  - **Last Modified:** 12/15/2011 7:21:20 am CST

**Communication of Outcomes**

The graduate 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.)
NEW MS 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 major project

Direct - Student Artifact

**Details/Description:** Assessed in 685

**Target:** 70% enrolled will earn at least a 80 score

**Implementation Plan (timeline):** Spring 2011

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

**Supporting Attachments:**

[Objective 2, Outcome 3 Rubric (Adobe Acrobat Document) (See appendix)]

---

**Assessment Findings**

**Finding per Measure**

NEW MS 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 major project

Direct - Student Artifact

**Details/Description:** Assessed in 685

**Target:** 70% enrolled will earn at least a 80 score

**Implementation Plan (timeline):** Spring 2011

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

**Supporting Attachments:**

[Objective 2, Outcome 3 Rubric (Adobe Acrobat Document) (See appendix)]

---

**Findings for rubric on major project**

**Summary of Findings:** 100% of students met the target of a score of 80% or higher.

**Results:** Target Achievement: Met

**Recommendations:** Keep target through another assessment cycle.

**Reflections/Notes:** The instructor for HRD 685 did not have the majority of these students in
the Research Methods course (HRD 698), and multiple revisions were required to get to this target. The projection is that the number of revisions should decline once this instructor starts seeing students in this course that were enrolled in his section of the Research Methods course.

**Substantiating Evidence:**

OBJECTIVE # 2, 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)

---

**Overall Recommendations**

No text specified

**Overall Reflection**

No text specified

---

**Action Plan**

**Actions**

NEW MS 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:** Repeat Assessment Cycle

  This Action is associated with the following Findings

  **Findings for rubric on major project**
  (Assessment Plan and Assessment Findings; 2010-2011 Assessment Cycle)
  **Summary of Findings:** 100% of students met the target of a score of 80% or higher.

  **Action Details:** By the next Assessment Cycle, the students in this course will have had the same instructor for the Research Methods course. This should affect the number of revisions required to meet our target.

  **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**
NEW MS in Human Resource Development Outcome Set

Program Objective #2: Communicate effectively

<table>
<thead>
<tr>
<th>SLO 2.3: Provide written information</th>
<th>Action: Repeat Assessment Cycle</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will provide clear, concise, and compelling written information.</td>
<td>Action Details: By the next Assessment Cycle, the students in this course will have had the same instructor for the Research Methods course. This should affect the number of revisions required to met our target.</td>
</tr>
<tr>
<td>Implementation Plan (timeline): Assess this outcome in three years.</td>
<td></td>
</tr>
<tr>
<td>Key/Responsible Personnel:</td>
<td></td>
</tr>
<tr>
<td>Measures: We will use the same rubric.</td>
<td></td>
</tr>
<tr>
<td>Resource Allocations:</td>
<td></td>
</tr>
<tr>
<td>Priority: Medium</td>
<td></td>
</tr>
</tbody>
</table>

Status for Repeat Assessment Cycle

Current Status: Not started

Resource Allocation(s) Status:

Next Steps/Additional Information: Next Assessment Cycle will be 2013-2014.

Status Summary

No text specified

Summary of Next Steps

No text specified
2011-2012 Assessment Cycle

Assessment Plan

Outcomes and Measures

NEW MS in Human Resource Development Outcome Set

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:** internship supervisor's evaluation (item #8)
- **Details/Description:** Data collected in 659
- **Target:** 70% enrolled will earn at least a 80 score
- **Implementation Plan (timeline):** Spring 2012
- **Responsible Individual(s):** HRD Program Coordinator
- **Supporting Attachments:** Objective 2, Outcome 1 Rubric (Adobe Acrobat Document) (See appendix)

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

- **Measure:** rubric on oral presentation
- **Details/Description:** Data collected in 675
- **Target:** 70% enrolled will earn at least a 80 score
- **Implementation Plan (timeline):** Spring 2012
- **Responsible Individual(s):** HRD Program Coordinator
- **Supporting Attachments:** Objective 2, Outcome 2 Rubric (Adobe Acrobat Document) (See appendix)

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

- **Measure:** rubric on group project
- **Details/Description:** Data collected in 675
- **Target:** 70% enrolled will earn at least a 80 score
- **Implementation Plan (timeline):** Spring 2012
- **Responsible Individual(s):** HRD Program Coordinator
- **Supporting Attachments:** Objective 2, Outcome 4 Rubric (Adobe Acrobat Document) (See appendix)

Assessment Findings

Finding per Measure
# NEW MS in Human Resource Development Outcome Set

## Program Objective #2: Communicate effectively

<table>
<thead>
<tr>
<th>SLO 2.1: Interact with others</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will interact with others in a way that gives them confidence in one's intentions and those of the organization.</td>
</tr>
</tbody>
</table>

---

### Measure: internship supervisor's evaluation (item #8)
- **Direct - Other**

**Details/Description:** Data collected in 659

**Target:** 70% enrolled will earn at least a 80 score

**Implementation Plan (timeline):** Spring 2012

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

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

---

**Findings for internship supervisor's evaluation (Item #8)**

**Summary of Findings:** 100% of students met the target of a score of 80% or higher.

**Results:** Target Achievement: Met

**Recommendations:** Keep target through another assessment cycle.

**Reflections/Notes:** This is the first year using the new supervisor evaluation.

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

---

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

Repeat Assessment Cycle
(2011-2012 Assessment Cycle)

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### SLO 2.2: Provide information orally

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

---

### Measure: rubric on oral presentation

- **Direct - Other**

**Details/Description:** Data collected in 675

**Target:** 70% enrolled will earn at least a 80 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 oral presentation**

**Summary of Findings:** 100% of students met the target of a score of 80% or higher.

**Results:** Target Achievement: Met

**Recommendations:** Keep target through another assessment cycle.

**Reflections/Notes:** This is the first year using the new supervisor evaluation.

**Substantiating Evidence:**
- OBJECTIVE #2, Outcome 2 data (Adobe Acrobat Document) (See appendix)
These Findings are associated with the following Actions:

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

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: Data collected in 675
Target: 70% enrolled will earn at least a 80 score
Implementation Plan (timeline): Spring 2012
Responsible Individual(s): HRD Program Coordinator
Supporting Attachments:

Objective 2, Outcome 4 Rubric (Adobe Acrobat Document) (See appendix)

Findings for rubric on group project

Summary of Findings: 100% of students met the target of a score of 80% or higher.

Results: Target Achievement: Met

Recommendations: Keep target through another assessment cycle.

Reflections/Notes:

Substantiating Evidence:

OBJECTIVE #2, Outcome 4 data (Adobe Acrobat Document) (See appendix)

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

NEW MS in Human Resource Development Outcome Set

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

Action: Repeat Assessment Cycle

This Action is associated with the following Findings

Findings for internship supervisor's evaluation (item #8)
intentions and those of the organization.

(Assessment Plan and Assessment Findings; 2011-2012 Assessment Cycle)

**Summary of Findings:** 100% of students met the target of a score of 80% or higher.

**Action Details:** Because this is our first attempt at assessing our program data, we want to maintain the same instructional methods and assess this outcome again to ensure we are seeing the correct results.

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

**Key/Responsible Personnel:**

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

**Resource Allocations:**

**Priority:** Medium

---

**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 oral presentation**

(Assessment Plan and Assessment Findings; 2011-2012 Assessment Cycle)

**Summary of Findings:** 100% of students met the target of a score of 80% or higher.

**Action Details:** Because this is our first attempt at assessing our program data, we want to maintain the same instructional methods and assess this outcome again to ensure we are seeing the correct results.

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

**Key/Responsible Personnel:**

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

**Resource Allocations:**

**Priority:** Medium

---

**SLO 2.4: Establish collaborative relationships**

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

**Action:** Repeat Assessment Cycle

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

**Findings for rubric on group project**

(Assessment Plan and Assessment Findings; 2011-2012 Assessment Cycle)

**Summary of Findings:** 100% of students met the target of a score of 80% or higher.

**Action Details:** Because this is our first attempt at assessing our program data, we want to maintain the same instructional methods and assess this outcome again to ensure we are seeing the correct results.

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

**Key/Responsible Personnel:**

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

**Resource Allocations:**

**Priority:** Medium
**NEW MS in Human Resource Development Outcome Set**

### 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.

**Action**: Repeat Assessment Cycle

**Action Details**: Because this is our first attempt at assessing our program data, we want to maintain the same instructional methods and assess this outcome again to ensure we are seeing the correct results.

**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 will be 2014-2015.

#### SLO 2.2: Provide information orally

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

**Action**: Repeat Assessment Cycle

**Action Details**: Because this is our first attempt at assessing our program data, we want to maintain the same instructional methods and assess this outcome again to ensure we are seeing the correct results.

**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**
### SLO 2.4: Establish collaborative relationships

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

<table>
<thead>
<tr>
<th><strong>Action</strong></th>
<th>Repeat Assessment Cycle</th>
</tr>
</thead>
</table>

**Action Details:** Because this is our first attempt at assessing our program data, we want to maintain the same instructional methods and assess this outcome again to ensure we are seeing the correct results.

**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 will be 2014-2015.

---

**Status Summary**

*No text specified*

**Summary of Next Steps**

*No text specified*
### Program Outcomes Assessment

#### MS in Human Resource Development

## 2012-2013 Assessment Cycle

### Assessment Plan

<table>
<thead>
<tr>
<th>Outcomes and Measures</th>
</tr>
</thead>
</table>

**NEW MS in Human Resource Development Outcome Set**

#### Program Objective #3: Professional behavior

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

<table>
<thead>
<tr>
<th><strong>SLO 3.1: Model behavior in the working environment</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Students will model socially responsible behavior in their work environment.</strong></td>
</tr>
</tbody>
</table>

- **Measure:** supervisor's evaluation (Direct - Other)

  - **Details/Description:** Data collected in 659
  - **Target:** 70% enrolled will earn at least a 80 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><strong>SLO 3.2: Evaluate the ethical dimension of performance</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Students will evaluate the ethical dimension of performance improvement initiatives in organizational workplaces.</strong></td>
</tr>
</tbody>
</table>

- **Measure:** Case Study (Direct - Student Artifact)

  - **Details/Description:** Data collected in 675
  - **Target:** 70% enrolled will earn at least a 80 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 #7: Attain leadership positions

**Students will attain leadership positions in Human Resource Development in industry or government.**

<table>
<thead>
<tr>
<th><strong>SLO 7.1: Identify leadership styles</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Students will identify leadership styles.</strong></td>
</tr>
</tbody>
</table>

- **Measure:** Rubric on Leadership Inventory (Direct - Student Artifact)

  - **Details/Description:** Data collected in 675
  - **Target:** 70% enrolled will earn at least a 80 score
  - **Implementation Plan (timeline):** Spring 2013
  - **Responsible Individual(s):** HRD Program Coordinator
  - **Supporting Attachments:**
    - Objective 7, Outcome 1 Rubric (Adobe Acrobat Document) (See appendix)
**SLO 7.2: Examine leadership strengths and weaknesses**

Students will examine their own leadership strengths and weaknesses.

<table>
<thead>
<tr>
<th>Measure:</th>
<th>Rubric on Leadership Inventory</th>
</tr>
</thead>
<tbody>
<tr>
<td>Details/Description:</td>
<td>Data collected in 675</td>
</tr>
<tr>
<td>Target:</td>
<td>70% enrolled will earn at least a 80 score</td>
</tr>
<tr>
<td>Implementation Plan (timeline):</td>
<td>Spring 2013</td>
</tr>
<tr>
<td>Responsible Individual(s):</td>
<td>HRD Program Coordinator</td>
</tr>
</tbody>
</table>

Supporting Attachments:
- Objective 7, Outcome 2 Rubric (Adobe Acrobat Document) (See appendix)

**SLO 7.3: Develop leadership capabilities**

Students will develop their leadership capabilities.

<table>
<thead>
<tr>
<th>Measure:</th>
<th>Rubric on Leadership Inventory</th>
</tr>
</thead>
<tbody>
<tr>
<td>Details/Description:</td>
<td>Data collected in 675</td>
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<tr>
<td>Target:</td>
<td>70% enrolled will earn at least a 80 score</td>
</tr>
<tr>
<td>Implementation Plan (timeline):</td>
<td>Spring 2013</td>
</tr>
<tr>
<td>Responsible Individual(s):</td>
<td>HRD Program Coordinator</td>
</tr>
</tbody>
</table>

Supporting Attachments:
- Objective 7, Outcome 3 Rubric (Adobe Acrobat Document) (See appendix)

### Assessment Findings

#### Finding per Measure

**NEW MS in Human Resource Development Outcome Set**

**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.

<table>
<thead>
<tr>
<th>Measure:</th>
<th>supervisor's evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Details/Description:</td>
<td>Data collected in 659</td>
</tr>
<tr>
<td>Target:</td>
<td>70% enrolled will earn at least a 80 score</td>
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<tr>
<td>Implementation Plan (timeline):</td>
<td>Fall 2012</td>
</tr>
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<td>Responsible Individual(s):</td>
<td>HRD Program Coordinator</td>
</tr>
</tbody>
</table>

Supporting Attachments:
- Objective 3, Outcome 1 Rubric (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:** Use the same rubric through the next assessment cycle.

**Reflections/Notes:**

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

**Fall 2012 HRD 659 obj 3 out 1**
(Action Plan; 2012-2013 Assessment Cycle)

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

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

**Details/Description:** Data collected in 675
**Target:** 70% enrolled will earn at least a 80 score
**Implementation Plan (timeline):** Spring 2013
**Responsible Individual(s):** HRD Program Coordinator
**Supporting Attachments:**
- Objective 3, Outcome 2 Rubric (Adobe Acrobat Document) (See appendix)

**Findings for Case Study**

**Summary of Findings:** 80% of 4 points possible is 3.2. 35 out of 35 students completing the assignment scored 80% or higher.

**Results:** Target Achievement: Exceeded
**Recommendations:** Use the same rubric through the next assessment cycle.
**Reflections/Notes:**

**Program Objective #7: Attain leadership positions**
Students will attain leadership positions in Human Resource Development in industry or government.

**SLO 7.1: Identify leadership styles**
Students will identify leadership styles.

**Measure:** Rubric on Leadership Inventory
Direct - Student Artifact

**Details/Description:** Data collected in 675
**Target:** 70% enrolled will earn at least a 80 score
**Implementation Plan (timeline):** Spring 2013
**Responsible Individual(s):** HRD Program Coordinator
**Supporting Attachments:**
- Objective 7, Outcome 1 Rubric (Adobe Acrobat Document) (See appendix)

**Findings for Rubric on Leadership Inventory**

**Summary of Findings:** 80% of 4 points possible is 3.2. 24 out of 35 students completing the assignment scored 80% or higher.

**Results:** Target Achievement: Met
**Recommendations:** We will use the same rubric.
**Reflections/Notes:**
SLO 7.2: Examine leadership strengths and weaknesses

Students will examine their own leadership strengths and weaknesses.

Measure: Rubric on Leadership Inventory
Direct - Student Artifact

Details/Description: Data collected in 675
Target: 70% enrolled will earn at least a 80 score
Implementation Plan (timeline): Spring 2013
Responsible Individual(s): HRD Program Coordinator
Supporting Attachments:

Findings for Rubric on Leadership Inventory

Summary of Findings: 80% of 5 points possible is 4. 28 out of 35 students completing the assignment scored 80% or higher.

Results: Target Achievement: Met
Recommendations: We will use the same rubric.
Reflections/Notes:

Substantiating Evidence:
Spring 2013 HRD 675 obj 7 out 2 data (Adobe Acrobat Document) (See appendix)

These Findings are associated with the following Actions:
Spring 2013 HRD 675 obj 7 out 2
(Action Plan; 2012-2013 Assessment Cycle)

SLO 7.3: Develop leadership capabilities

Students will develop their leadership capabilities.

Measure: Rubric on Leadership Inventory
Direct - Student Artifact

Details/Description: Data collected in 675
Target: 70% enrolled will earn at least a 80 score
Implementation Plan (timeline): Spring 2013
Responsible Individual(s): HRD Program Coordinator
Supporting Attachments:

Findings for Rubric on Leadership Inventory

Summary of Findings: 80% of 6 points possible is 4.8. 30 out of 35 students completing the assignment scored 80% or higher.

Results: Target Achievement: Met
**Recommendations**: We will use the same rubric.

**Reflections/Notes**:

**Substantiating Evidence**: Spring 2013 HRD 675 obj 7 out 3 data (Adobe Acrobat Document) (See appendix)

These Findings are associated with the following Actions:

Spring 2013 HRD 675 obj 7 out 3
(Activity Plan; 2012-2013 Assessment Cycle)

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### Overall Recommendations

*No text specified*

### Overall Reflection

*No text specified*

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## Action Plan

### Actions

**NEW MS in Human Resource Development Outcome Set**

**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 2.4: 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.

**Action**: Fall 2012 HRD 659 obj 3 out 1

This Action is associated with the following Findings

Findings for supervisor's evaluation

(Activity Plan and Assessment Findings; 2012-2013 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: Continue using supervisor’s evaluation through the next assessment cycle.

Resource Allocations:

Priority: Medium

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

No actions specified

Program Objective #7: Attain leadership positions
Students will attain leadership positions in Human Resource Development in industry or government.

SLO 7.1: Identify leadership styles
Students will identify leadership styles.

Action: Spring 2013 HRD 675 obj 7 out 1

This Action is associated with the following Findings

Findings for Rubric on Leadership Inventory
(Assessment Plan and Assessment Findings; 2012-2013 Assessment Cycle)

Summary of Findings: 80% of 4 points possible is 3.2. 24 out of 35 students completing the assignment scored 80% 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 7.2: Examine leadership strengths and weaknesses
Students will examine their own leadership strengths and weaknesses.

Action: Spring 2013 HRD 675 obj 7 out 2

This Action is associated with the following Findings

Findings for Rubric on Leadership Inventory
(Assessment Plan and Assessment Findings; 2012-2013 Assessment Cycle)

Summary of Findings: 80% of 5 points possible is 4. 28 out of 35 students completing the assignment scored 80% or higher.
**SLO 7.3: Develop leadership capabilities**
Students will develop their leadership capabilities.

**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 Statues**

**NEW MS in Human Resource Development Outcome Set**

**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

No actions specified
information orally.

**SLO 2.4: Establish collaborative relationships**
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.

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

**Action:** Fall 2012 HRD 659 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:** Continue using supervisor's evaluation through the next assessment cycle.

**Resource Allocations:**

**Priority:** Medium

**Status** for Fall 2012 HRD 659 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.

**No actions specified**

**Program Objective #7: Attain leadership positions**
Students will attain leadership positions in Human Resource Development in industry or government.

**SLO 7.1: Identify leadership styles**
Students will identify leadership styles.

**Action:** Spring 2013 HRD 675 obj 7 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:**
**SLO 7.2: Examine leadership strengths and weaknesses**

Students will examine their own leadership strengths and weaknesses.

**Action: Spring 2013 HRD 675 obj 7 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 675 obj 7 out 2**

**Current Status:** Completed

**Resource Allocation(s) Status:**

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

---

**SLO 7.3: Develop leadership capabilities**

Students will develop their leadership capabilities.

**Action: Spring 2013 HRD 675 obj 7 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

---

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

**Resource Allocations:**

**Priority:** Medium

---

**Status for Spring 2013 HRD 675 obj 7 out 1**

**Current Status:** Completed

**Resource Allocation(s) Status:**

**Next Steps/Additional Information:** Next Assessment Cycle for this outcome will be 2015/2016.
**Status** for Spring 2013 HRD 675 obj 7 out 3

**Current Status:** Completed

**Resource Allocation(s) Status:**

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

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<table>
<thead>
<tr>
<th>Summary of Next Steps</th>
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</thead>
<tbody>
<tr>
<td>No text specified</td>
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</tbody>
</table>
Assessment Plan

Outcomes and Measures

NEW MS 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 659
Target: 70% enrolled will earn at least a 80 score
Implementation Plan (timeline): Fall 2013
Responsible Individual(s): HRD Program Coordinator
Supporting Attachments:
Objective 3, Outcome 3 Rubric (Adobe Acrobat Document) (See appendix)

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 659
Target: 70% enrolled will earn at least a 80 score
Implementation Plan (timeline): Fall 2013
Responsible Individual(s): HRD Program Coordinator
Supporting Attachments:
Objective 3, Outcome 4 Rubric (Adobe Acrobat Document) (See appendix)

Assessment Findings

Finding per Measure

NEW MS 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 659
Target: 70% enrolled will earn at least a 80 score
**Implementation Plan (timeline):** Fall 2013  
**Responsible Individual(s):** HRD Program Coordinator  
**Supporting Attachments:**  
Objective 3, Outcome 3 Rubric (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 with same assignment and rubric.  
**Reflections/Notes:**  
**Substantiating Evidence:**  
Fall 2013 HRD 659 obj 3 out 3 data (Adobe Acrobat Document) (See appendix)

These Findings are associated with the following Actions:

- Fall 2013 HRD 659 obj 3 out 3  
  (Action Plan; 2013-2014 Assessment Cycle)
- Fall 2013 HRD 659 obj 3 out 3  
  (Action Plan; 2014-2015 Assessment Cycle)

---

**SLO 3.4: Display ethical behavior**

**Measure:** supervisor's evaluation  
Direct - Other  
**Details/Description:** Data collected in 659  
**Target:** 70% enrolled will earn at least a 80 score  
**Implementation Plan (timeline):** Fall 2013  
**Responsible Individual(s):** HRD Program Coordinator  
**Supporting Attachments:**  
Objective 3, Outcome 4 Rubric (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 with the same assignment and rubric.  
**Reflections/Notes:**  
**Substantiating Evidence:**  
Fall 2013 HRD 659 obj 3 out 4 data (Adobe Acrobat Document) (See appendix)

These Findings are associated with the following Actions:

- Fall 2013 HRD 659 obj 3 out 4  
  (Action Plan; 2014-2015 Assessment Cycle)
## Action Plan

### Actions

**NEW MS 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>Action: Fall 2013 HRD 659 obj 3 out 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will exhibit professional behavior in their work environment.</td>
<td><strong>This Action is associated with the following Findings</strong></td>
</tr>
<tr>
<td><strong>Findings for supervisor's evaluation</strong></td>
<td>(Assessment Plan and Assessment Findings; 2013-2014 Assessment Cycle)</td>
</tr>
<tr>
<td><strong>Summary of Findings:</strong> 70% of 5 points possible is 3.5. 13 out of 13 students completing the assignment scored 70% or higher.</td>
<td></td>
</tr>
<tr>
<td><strong>Action Details:</strong> Assess this outcome</td>
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</tr>
<tr>
<td><strong>Implementation Plan (timeline):</strong> Collect data again in Fall 2016 (3 years)</td>
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<tr>
<td><strong>Key/Responsible Personnel:</strong> HRD Program Coordinator</td>
<td></td>
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<tr>
<td><strong>Measures:</strong> We will use the same rubric</td>
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<tr>
<td><strong>Resource Allocations:</strong></td>
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<th>SLO 3.4: Display ethical behavior</th>
<th>Action: Fall 2013 HRD 659 obj 3 out 4</th>
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<tr>
<td>Students will display ethical behavior in their work environment.</td>
<td><strong>This Action is associated with the following Findings</strong></td>
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<tr>
<td>No supporting Findings have been linked to this Action.</td>
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<tr>
<td><strong>Action Details:</strong> Assess this outcome again</td>
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<tr>
<td><strong>Implementation Plan (timeline):</strong> Assess this outcome in three years.</td>
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<td><strong>Key/Responsible Personnel:</strong> HRD Program Coordinator</td>
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<tr>
<td><strong>Measures:</strong> We will use the same rubric.</td>
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<td><strong>Resource Allocations:</strong></td>
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<td><strong>Priority:</strong> Medium</td>
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## Status Report

### Action Statuses

#### NEW MS 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>Action: Fall 2013 HRD 659 obj 3 out 3</th>
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<tbody>
<tr>
<td>Students will exhibit professional behavior in their work environment.</td>
<td>Action Details: Assess this outcome</td>
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<td>Implementation Plan (timeline): Collect data again in Fall 2016 (3 years)</td>
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<td>Key/Responsible Personnel: HRD Program Coordinator</td>
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<td>Measures: We will use the same rubric</td>
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<td>Resource Allocation(s) Status:</td>
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<td>Next Steps/Additional Information: Next Assessment Cycle for this outcome will be 2016/2017.</td>
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<tr>
<th>SLO 3.4: Display ethical behavior</th>
<th>Action: Fall 2013 HRD 659 obj 3 out 4</th>
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<tr>
<td>Students will display ethical behavior in their work environment.</td>
<td>Action Details: Assess this outcome again</td>
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<td>Key/Responsible Personnel: HRD Program Coordinator</td>
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<td>Measures: We will use the same rubric.</td>
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Program Outcomes Assessment
MS in Human Resource Development

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2014-2015 Assessment Cycle

Assessment Plan

Outcomes and Measures

NEW MS 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 and evaluating organizational performance improvement initiatives.

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

Measure: Rubric on final project - 695
Direct - Student Artifact

Details/Description: Note: This measure relates to outcomes 1.1, 1.2, 1.3, 1.4, & 1.5.
Target: 80% enrolled will earn at least a 70 score
Implementation Plan (timeline): S2015/S2018
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

Measure: See measure for outcome 1.1
### Program Objectives and Outcomes

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

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

#### SLO 1.1: Analyze organizational performance

- **Measure:** Rubric on final project - 695
- **Details/Description:** Note: This measure relates to outcomes 1.1, 1.2, 1.3, 1.4, & 1.5.
- **Target:** 80% 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 final project - 695

*No Findings Added*

#### SLO 1.2: Design improvement initiatives

- **Measure:** See measure for outcome 1.1

**Findings** for See measure for outcome 1.1

*No Findings Added*

#### SLO 1.3: Develop improvement initiatives

- **Measure:** See measure for outcome 1.1

**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
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

Overall Recommendations
No text specified

Overall Reflection
No text specified

Action Plan

Actions

NEW MS 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 2013 HRD 659 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. 13 out of 13 students completing the assignment scored 70% or higher.

**Action Details:** Assess this outcome again

**Key/Responsible Personnel:** TAM Program Coordinator

**Implementation Plan (timeline):** Collect data again in Fall 2016 (3 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 2013 HRD 659 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:** 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 Report**

**Action Statuses**

---

**NEW MS 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 2013 HRD 659 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. 13 out of 13 students completing the assignment scored 70% or higher.

**Action Details:** Assess this outcome again

**Key/Responsible Personnel:** TAM Program Coordinator

**Implementation Plan (timeline):** Collect data again in Fall 2016 (3 years)
SLO 3.4: Display ethical behavior
Students will display ethical behavior in their work environment.

**Action**: Fall 2013 HRD 659 obj 3 out 4

**Action Details**: 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 Fall 2013 HRD 659 obj 3 out 4

No Status Added

---

**Status Summary**

No text specified

---

**Summary of Next Steps**

No text specified
NEW MS in Human Resource Development Outcome Set

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 (item #8)
Indirect - Other

Details/Description: 659
Target: 80% enrolled will earn at least a 70 score
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 oral presentation
Direct - Student Artifact

Details/Description: 675
Target: 80% enrolled will earn at least a 70 score
Responsible Individual(s): HRD Program Coordinator/ HRD Program Team

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

Measure: Rubric on major project
Direct - Student Artifact

Details/Description: 685
Target: 80% enrolled will earn at least a 70 score
Implementation Plan (timeline): F2015/F2018
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: 675
Target: 80% enrolled will earn at least a 70 score
Implementation Plan (timeline): F2015/F2018
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 (item #9)
Indirect - Other

**Details/Description:** 659
**Target:** 80% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** F2012/F2015
**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

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

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

**Details/Description:** 675
**Target:** 80% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** S2013/S2016
**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 training program
Direct - Student Artifact

**Details/Description:** 656
**Target:** 80% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** F2015/F2018
**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

SLO 4.3: Recognize current social issues

**Measure:** Rubric on training program
Direct - Student Artifact

**Details/Description:** 656
**Target:** 80% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** F2015/F2018
**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

SLO 4.4 Identify Global Organizational Issues

**Measure:** Rubric on training program
Direct - Student Artifact

**Details/Description:** 656
**Target:** 80% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** F2015/F2018
**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

Program Objective #6: Design a research project
Students will design a research project, collect and analyze data, and communicate the findings in a report.
| SLO 6.1: Justify a rationale and write a problem statement | **Measure:** Rubric on major project (item #5)  
Direct - Student Artifact |
|----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| Students will justify a rationale and write a problem statement. | **Details/Description:** 685  
# from rubric: 5  
**Target:** 80% enrolled will earn at least a 70 score  
**Implementation Plan (timeline):** S2016/S2019  
**Responsible Individual(s):** HRD Program Coordinator/HRD Program Team |

| SLO 6.2: Write a literature review | **Measure:** Rubric on major project (item #7)  
Direct - Student Artifact |
|-----------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| Students will write a literature review. | **Details/Description:** 685  
# from rubric: 7  
**Target:** 80% enrolled will earn at least a 70 score  
**Implementation Plan (timeline):** S2016/S2019  
**Responsible Individual(s):** HRD Program Coordinator/HRD Program Team |

| SLO 6.3: Design research methodology | **Measure:** Rubric on major project (item #5)  
Direct - Student Artifact |
|--------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| Students will design the appropriate research methodology (qualitative and/or quantitative). | **Details/Description:** 685  
# from rubric: 5  
**Target:** 80% enrolled will earn at least a 70 score  
**Implementation Plan (timeline):** S2016/S2019  
**Responsible Individual(s):** HRD Program Coordinator/HRD Program Team |

**Program Objective #7: Attain leadership positions**

Students will attain leadership positions in Human Resource Development in industry or government.

| SLO 7.1: Identify leadership styles | **Measure:** Rubric on Leadership Inventory  
Direct - Student Artifact |
|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| Students will identify leadership styles. | **Details/Description:** Note: This measure relates to outcomes 7.1, 7.2, & 7.3.  
675  
**Target:** 80% enrolled will earn at least a 70 score  
**Implementation Plan (timeline):** S2013/S2016  
**Responsible Individual(s):** HRD Program Coordinator/HRD Program Team |

<table>
<thead>
<tr>
<th>SLO 7.2: Examine leadership strengths and weaknesses</th>
<th><strong>Measure:</strong> See measure for outcome 7.1</th>
</tr>
</thead>
</table>
| Students will examine their own leadership strengths and weaknesses. | **Details/Description:**  
**Target:**  
**Implementation Plan (timeline):**  
**Responsible Individual(s):** |
**SLO 7.3: Develop leadership capabilities**

Students will develop their leadership capabilities.

**Measure:** See measures for outcome 7.1

**Details/Description:**

**Target:**

**Implementation Plan (timeline):**

**Responsible Individual(s):**

**Assessment Findings**

**Finding per Measure**

**NEW MS in Human Resource Development Outcome Set**

**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 (item #8)

Indirect - Other

**Details/Description:** 659

**Target:** 80% enrolled will earn at least a 70 score

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

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

**Findings** for Supervisor's evaluation (item #8)

*No Findings Added*

**SLO 2.2: Provide information orally**

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

**Measure:** Rubric on oral presentation

Direct - Student Artifact

**Details/Description:** 675

**Target:** 80% enrolled will earn at least a 70 score

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

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

**Findings** for Rubric on oral presentation

*No Findings Added*

**SLO 2.3: Provide written information**

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

**Measure:** Rubric on major project

Direct - Student Artifact

**Details/Description:** 685

**Target:** 80% enrolled will earn at least a 70 score

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

*Program Outcomes Assessment*

MS in Human Resource Development
**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:** 675
  - **Target:** 80% 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 group project**
  - 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 (item #9)
  - Indirect - Other

- **Details/Description:** 659
  - **Target:** 80% enrolled will earn at least a 70 score
  - **Implementation Plan (timeline):** F2012/F2015
  - **Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

- **Findings for Supervisor's evaluation (item #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:** Case study
  - Direct - Student Artifact

- **Details/Description:** 675
  - **Target:** 80% enrolled will earn at least a 70 score
  - **Implementation Plan (timeline):** S2013/S2016
  - **Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

- **Findings for Case study**
  - 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 training program |
| Direct - Student Artifact |
| Details/Description: 656 |
| Target: 80% 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 4.3: Recognize current social issues
| Measure: Rubric on training program |
| Direct - Student Artifact |
| Details/Description: 656 |
| Target: 80% 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 4.4 Identify Global Organizational Issues
| Measure: Rubric on training program |
| Direct - Student Artifact |
| Details/Description: 656 |
| Target: 80% 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

Program Objective #6: Design a research project
Students will design a research project, collect and analyze data, and communicate the findings in a report.

SLO 6.1: Justify a rationale and write a problem statement
Students will justify a rationale and write a problem statement.

<p>| Measure: Rubric on major project (item #5) |
| Direct - Student Artifact |
| Details/Description: 685 |
| # from rubric: 5 |
| Target: 80% enrolled will earn at least a 70 score |
| Implementation Plan (timeline): S2016/S2019 |</p>
<table>
<thead>
<tr>
<th>Program Outcomes Assessment</th>
<th>MS in Human Resource Development</th>
</tr>
</thead>
</table>

**SLO 6.2: Write a literature review**

Students will write a literature review.

**Measure:** Rubric on major project (item #7)
Direct - Student Artifact

<table>
<thead>
<tr>
<th>Details/Description: 685</th>
</tr>
</thead>
<tbody>
<tr>
<td># from rubric: 7</td>
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<tr>
<td><strong>Target:</strong> 80% enrolled will earn at least a 70 score</td>
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<tr>
<td><strong>Implementation Plan (timeline):</strong> S2016/S2019</td>
</tr>
<tr>
<td><strong>Responsible Individual(s):</strong> HRD Program Coordinator/ HRD Program Team</td>
</tr>
</tbody>
</table>

**Findings for Rubric on major project (item #7)**
No Findings Added

---

**SLO 6.3: Design research methodology**

Students will design the appropriate research methodology (qualitative and/or quantitative).

**Measure:** Rubric on major project (item #5)
Direct - Student Artifact

<table>
<thead>
<tr>
<th>Details/Description: 685</th>
</tr>
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<tbody>
<tr>
<td># from rubric: 5</td>
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<td><strong>Implementation Plan (timeline):</strong> S2016/S2019</td>
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<tr>
<td><strong>Responsible Individual(s):</strong> HRD Program Coordinator/ HRD Program Team</td>
</tr>
</tbody>
</table>

**Findings for Rubric on major project (item #5)**
No Findings Added

---

**Program Objective #7: Attain leadership positions**

Students will attain leadership positions in Human Resource Development in industry or government.

**SLO 7.1: Identify leadership styles**

Students will identify leadership styles.

**Measure:** Rubric on Leadership Inventory
Direct - Student Artifact

<table>
<thead>
<tr>
<th>Details/Description: Note: This measure relates to outcomes 7.1, 7.2, &amp; 7.3.</th>
</tr>
</thead>
<tbody>
<tr>
<td>675</td>
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<tr>
<td><strong>Target:</strong> 80% enrolled will earn at least a 70 score</td>
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<tr>
<td><strong>Implementation Plan (timeline):</strong> S2013/S2016</td>
</tr>
<tr>
<td><strong>Responsible Individual(s):</strong> HRD Program Coordinator/ HRD Program Team</td>
</tr>
</tbody>
</table>

**Findings for Rubric on Leadership Inventory**
No Findings Added
## SLO 7.2: Examine leadership strengths and weaknesses

**Measure:** See measure for outcome 7.1

**Details/Description:**

**Target:**

**Implementation Plan (timeline):**

**Responsible Individual(s):**

![Findings](#) for See measure for outcome 7.1

*No Findings Added*

## SLO 7.3: Develop leadership capabilities

**Measure:** See measures for outcome 7.1

**Details/Description:**

**Target:**

**Implementation Plan (timeline):**

**Responsible Individual(s):**

![Findings](#) for See measures for outcome 7.1

*No Findings Added*

## Overall Recommendations

*No text specified*

## Overall Reflection

*No text specified*

## Action Plan

## Status Report
## Program Outcomes Assessment

### MS in Human Resource Development

### 2016-2017 Assessment Cycle

### Assessment Plan

#### Outcomes and Measures

#### NEW MS 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 (item #10)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will exhibit professional behavior in their work environment.</td>
<td><strong>Indirect - Other</strong></td>
</tr>
<tr>
<td><strong>Details/Description:</strong> 659</td>
<td><strong>Target:</strong> 80% enrolled will earn at least a 70 score</td>
</tr>
<tr>
<td><strong>Implementation Plan (timeline):</strong> F2013/Fall 2016</td>
<td><strong>Responsible Individual(s):</strong> HRD Program Coordinator/ HRD Program Team</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SLO 3.4: Display ethical behavior</th>
<th><strong>Measure:</strong> supervisor's evaluation (item #11)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will display ethical behavior in their work environment.</td>
<td><strong>Indirect - Other</strong></td>
</tr>
<tr>
<td><strong>Details/Description:</strong> 659</td>
<td><strong>Target:</strong> 80% enrolled will earn at least a 70 score</td>
</tr>
<tr>
<td><strong>Implementation Plan (timeline):</strong> F2013/Fall 2016</td>
<td><strong>Responsible Individual(s):</strong> HRD Program Coordinator/ HRD Program Team</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 4.2: Demonstrate knowledge</th>
<th><strong>Measure:</strong> Rubric on portfolio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will demonstrate knowledge of contemporary professional issues.</td>
<td><strong>Direct - Portfolio</strong></td>
</tr>
<tr>
<td><strong>Details/Description:</strong> 605/end of program</td>
<td><strong>Target:</strong> 80% enrolled will earn at least a 70 score</td>
</tr>
<tr>
<td><strong>Implementation Plan (timeline):</strong> F2016/F2019</td>
<td><strong>Responsible Individual(s):</strong> HRD Program Coordinator/ HRD Program Team</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><strong>Measure:</strong> Rubric on portfolio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students will engage in lifelong learning activities.</td>
<td><strong>Direct - Portfolio</strong></td>
</tr>
<tr>
<td><strong>Details/Description:</strong> 605/end of program</td>
<td></td>
</tr>
</tbody>
</table>
Program Outcomes Assessment
MS in Human Resource Development

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

**Measure:** Rubric on portfolio
Direct - Portfolio

**Details/Description:** 605/end of program
**Target:** 80% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** S2014/S2017
**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

**Program Objective #6: Design a research project**
Students will design a research project, collect and analyze data, and communicate the findings in a report.

**SLO 6.4: Collect data**
Students will collect data.

**Measure:** Rubric on major project (item #5)
Direct - Student Artifact

**Details/Description:** 685
# from rubric: 5
**Target:** 80% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** F2016/F2019
**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

**SLO 6.5: Analyze data**
Students will analyze data using either qualitative or quantitative methods.

**Measure:** Rubric on major project (items #2 and #5)
Direct - Student Artifact

**Details/Description:** 685
#s from rubric: 2, 5
**Target:** 80% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** F2016/F2019
**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

**SLO 6.6: Discuss findings**
Students will discuss findings.

**Measure:** Rubric on major project (item #2)
Direct - Student Artifact

**Details/Description:** 685
# from rubric: 2
**Target:** 80% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** F2016/F2019
**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

**SLO 6.7: Make conclusions**
Students will make conclusions.

**Measure:** Rubric on major project (item #2)
Direct - Student Artifact

**Details/Description:** 685
# from rubric: 2
**Target:** 80% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** F2016/F2019
**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team
### SLO 6.8: Write a final report

Students will write a final report.

- **Details/Description:** 685
  - # from rubric: 2
  - **Target:** 80% enrolled will earn at least a 70 score
  - **Implementation Plan (timeline):** F2016/F2019
  - **Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

- **Measure:** Rubric on major project (items #3, #4, #6, and #7)
  - Direct - Student Artifact

### Assessment Findings

#### Finding per Measure

#### NEW MS 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.

  - **Details/Description:** 659
    - **Target:** 80% enrolled will earn at least a 70 score
    - **Implementation Plan (timeline):** F2013/Fall 2016
    - **Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

  - **Measure:** Supervisor's evaluation (item #10)
    - Indirect - Other

  - **Findings** for Supervisor's evaluation (item #10)

    - *No Findings Added*

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

  - **Details/Description:** 659
    - **Target:** 80% enrolled will earn at least a 70 score
    - **Implementation Plan (timeline):** F2013/Fall 2016
    - **Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

  - **Measure:** supervisor's evaluation (item #11)
    - Indirect - Other

  - **Findings** for supervisor's evaluation (item #11)

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

**Measure:** Rubric on portfolio
Direct - Portfolio

**Details/Description:** 605/end of program
**Target:** 80% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** F2016/F2019
**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

---

**Findings for Rubric on portfolio**
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 portfolio
Direct - Portfolio

**Details/Description:** 605/end of program
**Target:** 80% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** S2014/S2017
**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

---

**Findings for Rubric on portfolio**
No Findings Added

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

**Measure:** Rubric on portfolio
Direct - Portfolio

**Details/Description:** 605/end of program
**Target:** 80% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** S2014/S2017
**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

---

**Findings for Rubric on portfolio**
No Findings Added

**Program Objective #6: Design a research project**
Students will design a research project, collect and analyze data, and communicate the findings in a report.
SLO 6.4: Collect data
Students will collect data.

Measure: Rubric on major project (item #5)
Direct - Student Artifact

Details/Description: 685

# from rubric: 5
Target: 80% enrolled will earn at least a 70 score
Implementation Plan (timeline): F2016/F2019
Responsible Individual(s): HRD Program Coordinator/ HRD Program Team

Findings for Rubric on major project (item #5)
No Findings Added

SLO 6.5: Analyze data
Students will analyze data using either qualitative or quantitative methods.

Measure: Rubric on major project (items #2 and #5)
Direct - Student Artifact

Details/Description: 685

#s from rubric: 2, 5
Target: 80% enrolled will earn at least a 70 score
Implementation Plan (timeline): F2016/F2019
Responsible Individual(s): HRD Program Coordinator/ HRD Program Team

Findings for Rubric on major project (items #2 and #5)
No Findings Added

SLO 6.6: Discuss findings
Students will discuss findings.

Measure: Rubric on major project (item #2)
Direct - Student Artifact

Details/Description: 685

# from rubric: 2
Target: 80% enrolled will earn at least a 70 score
Implementation Plan (timeline): F2016/F2019
Responsible Individual(s): HRD Program Coordinator/ HRD Program Team

Findings for Rubric on major project (item #2)
No Findings Added

SLO 6.7: Make conclusions
Students will make conclusions.

Measure: Rubric on major project (item #2)
Direct - Student Artifact

Details/Description: 685

# from rubric: 2
Target: 80% enrolled will earn at least a 70 score
Implementation Plan (timeline): F2016/F2019
Responsible Individual(s): HRD Program Coordinator/ HRD Program Team

Findings for Rubric on major project (item #2)
No Findings Added

### SLO 6.8: Write a final report
Students will write a final report.

Measure: Rubric on major project (items #3, #4, #6, and #7)
Direct - Student Artifact

Details/Description: 685
#s from rubric: 3, 4, 6, 7
Target: 80% enrolled will earn at least a 70 score
Implementation Plan (timeline): F2016/F2019
Responsible Individual(s): HRD Program Coordinator/ HRD Program Team

Findings for Rubric on major project (items #3, #4, #6, and #7)
No Findings Added

#### Overall Recommendations
No text specified

#### Overall Reflection
No text specified
NEW MS 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 and evaluating organizational performance improvement initiatives.

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

**Measure:** Rubric on final project - 695
Direct - Student Artifact

**Details/Description:** Note: This measure relates to outcomes 1.1, 1.2, 1.3, 1.4, & 1.5.
**Target:** 80% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** S2015/S2018
**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**

**Measure:** See measure for outcome 1.1
**Assessment Findings**

**Finding per Measure**

### NEW MS 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 and evaluating organizational performance improvement initiatives.

#### SLO 1.1: Analyze organizational performance

**Measure:** Rubric on final project - 695
Direct • Student Artifact

**Details/Description:**
- Note: This measure relates to outcomes 1.1, 1.2, 1.3, 1.4, & 1.5.
- **Target:** 80% 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 final project - 695

*No Findings Added*

#### SLO 1.2: Design 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

**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*
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**
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

**Overall Recommendations**
No text specified

**Overall Reflection**
No text specified
## Assessment Plan

### Outcomes and Measures

### NEW MS in Human Resource Development Outcome Set

#### Program Objective #2: Communicate effectively

**SLO 2.3: Provide written information**

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

  Details/Description: 685
  Target: 80% enrolled will earn at least a 70 score
  Implementation Plan (timeline): F2015/F2018
  Responsible Individual(s): HRD Program Coordinator/ HRD Program Team

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

**SLO 4.1: Exhibit awareness**

- **Measure:** Rubric on training program
  Direct - Student Artifact

  Details/Description: 656
  Target: 80% enrolled will earn at least a 70 score
  Implementation Plan (timeline): F2015/F2018
  Responsible Individual(s): HRD Program Coordinator/ HRD Program Team

**SLO 4.3: Recognize current social issues**

- **Measure:** Rubric on training program
  Direct - Student Artifact

  Details/Description: 656
  Target: 80% enrolled will earn at least a 70 score
  Implementation Plan (timeline): F2015/F2018
  Responsible Individual(s): HRD Program Coordinator/ HRD Program Team

**SLO 4.4 Identify Global Organizational Issues**

- **Measure:** Rubric on training program
  Direct - Student Artifact

  Details/Description: 656
  Target: 80% enrolled will earn at least a 70 score
  Implementation Plan (timeline): F2015/F2018
  Responsible Individual(s): HRD Program Coordinator/ HRD Program Team
Program Objective #6: Design a research project
Students will design a research project, collect and analyze data, and communicate the findings in a report.

SLO 6.1: Justify a rationale and write a problem statement
Students will justify a rationale and write a problem statement.

- **Measure:** Rubric on major project (item #5)
- **Details/Description:** 685
  - # from rubric: 5
  - **Target:** 80% enrolled will earn at least a 70 score
  - **Implementation Plan (timeline):** S2016/S2019
  - **Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

SLO 6.2: Write a literature review
Students will write a literature review.

- **Measure:** Rubric on major project (item #7)
- **Details/Description:** 685
  - # from rubric: 7
  - **Target:** 80% enrolled will earn at least a 70 score
  - **Implementation Plan (timeline):** S2016/S2019
  - **Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

SLO 6.3: Design research methodology
Students will design the appropriate research methodology (qualitative and/or quantitative).

- **Measure:** Rubric on major project (item #5)
- **Details/Description:** 685
  - # from rubric: 5
  - **Target:** 80% enrolled will earn at least a 70 score
  - **Implementation Plan (timeline):** S2016/S2019
  - **Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

Assessment Findings
Finding per Measure

NEW MS 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 major project
- **Details/Description:** 685
  - **Target:** 80% 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 major project
### 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**

**Measure:** Rubric on training program  
Direct - Student Artifact

**Details/Description:** 656  
**Target:** 80% 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 4.3: Recognize current social issues**

**Measure:** Rubric on training program  
Direct - Student Artifact

**Details/Description:** 656  
**Target:** 80% 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 4.4 Identify Global Organizational Issues**

**Measure:** Rubric on training program  
Direct - Student Artifact

**Details/Description:** 656  
**Target:** 80% 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**

### Program Objective #6: Design a research project

Students will design a research project, collect and analyze data, and communicate the findings in a report.

**SLO 6.1: Justify a rationale and write a problem statement**

**Measure:** Rubric on major project (item #5)  
Direct - Student Artifact
Students will justify a rationale and write a problem statement.

**Details/Description:** 685

- **Target:** 80% 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 major project (item #5)

No Findings Added

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**SLO 6.2: Write a literature review**

Students will write a literature review.

**Measure:** Rubric on major project (item #7)

Direct - Student Artifact

**Details/Description:** 685

- **Target:** 80% 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 major project (item #7)

No Findings Added

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**SLO 6.3: Design research methodology**

Students will design the appropriate research methodology (qualitative and/or quantitative).

**Measure:** Rubric on major project (item #5)

Direct - Student Artifact

**Details/Description:** 685

- **Target:** 80% 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 major project (item #5)

No Findings Added

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**Overall Recommendations**

*No text specified*

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**Overall Reflection**

*No text specified*
Assessment Plan

Outcomes and Measures

NEW MS 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 portfolio
Direct - Portfolio

**Details/Description:** 605/end of program
**Target:** 80% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** F2016/F2019
**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

Program Objective #6: Design a research project
Students will design a research project, collect and analyze data, and communicate the findings in a report.

SLO 6.4: Collect data
Students will collect data.

**Measure:** Rubric on major project (item #5)
Direct - Student Artifact

**Details/Description:** 685
# from rubric: 5
**Target:** 80% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** F2016/F2019
**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

SLO 6.5: Analyze data
Students will analyze data using either qualitative or quantitative methods.

**Measure:** Rubric on major project (items #2 and #5)
Direct - Student Artifact

**Details/Description:** 685
#s from rubric: 2, 5
**Target:** 80% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** F2016/F2019
**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

SLO 6.6: Discuss findings
Students will discuss findings.

**Measure:** Rubric on major project (item #2)
Direct - Student Artifact

**Details/Description:** 685
**SLO 6.7: Make conclusions**
Students will make conclusions.

**Measure:** Rubric on major project (item #2)
Direct - Student Artifact

Details/Description: 685

# from rubric: 2

**Target:** 80% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** F2016/F2019
**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

**SLO 6.8: Write a final report**
Students will write a final report.

**Measure:** Rubric on major project (items #3, #4, #6, and #7)
Direct - Student Artifact

Details/Description: 685

#s from rubric: 3, 4, 6, 7

**Target:** 80% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** F2016/F2019
**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

**Assessment Findings**

**Finding per Measure**

**NEW MS 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 portfolio
Direct - Portfolio

Details/Description: 605/end of program

**Target:** 80% enrolled will earn at least a 70 score
**Implementation Plan (timeline):** F2016/F2019
**Responsible Individual(s):** HRD Program Coordinator/ HRD Program Team

**Findings** for Rubric on portfolio

No Findings Added

**Program Objective #6: Design a research project**
Students will design a research project, collect and analyze data, and communicate the findings in a report.

**SLO 6.4: Collect data**
Students will collect data.

**Measure:** Rubric on major project (item #5)
Direct - Student Artifact

- **Details/Description:** 685
- # from rubric: 5
- **Target:** 80% enrolled will earn at least a 70 score
- **Implementation Plan (timeline):** F2016/F2019
- **Responsible Individual(s):** HRD Program Coordinator/HRD Program Team

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**Findings** for Rubric on major project (item #5)

No Findings Added

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**SLO 6.5: Analyze data**
Students will analyze data using either qualitative or quantitative methods.

**Measure:** Rubric on major project (items #2 and #5)
Direct - Student Artifact

- **Details/Description:** 685
- #s from rubric: 2, 5
- **Target:** 80% enrolled will earn at least a 70 score
- **Implementation Plan (timeline):** F2016/F2019
- **Responsible Individual(s):** HRD Program Coordinator/HRD Program Team

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**Findings** for Rubric on major project (items #2 and #5)

No Findings Added

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**SLO 6.6: Discuss findings**
Students will discuss findings.

**Measure:** Rubric on major project (item #2)
Direct - Student Artifact

- **Details/Description:** 685
- # from rubric: 2
- **Target:** 80% enrolled will earn at least a 70 score
- **Implementation Plan (timeline):** F2016/F2019
- **Responsible Individual(s):** HRD Program Coordinator/HRD Program Team

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**Findings** for Rubric on major project (item #2)

No Findings Added

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**SLO 6.7: Make conclusions**
Students will make conclusions.

**Measure:** Rubric on major project (item #2)
Direct - Student Artifact

- **Details/Description:** 685
- # from rubric: 2
**SLO 6.8: Write a final report**

Students will write a final report.

**Measure:** Rubric on major project (items #3, #4, #6, and #7)

**Details/Description:** 685

#s from rubric: 3, 4, 6, 7

**Target:** 80% enrolled will earn at least a 70 score

**Implementation Plan (timeline):** F2016/F2019

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

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**Findings** for Rubric on major project (item #2)

No Findings Added

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### Overall Recommendations

No text specified

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### Overall Reflection

No text specified
Appendix

A. MS in HRD Curriculum Map (Curriculum Map)
B. Objective 2, Outcome 3 Rubric (Adobe Acrobat Document)
C. OBJECTIVE # 2, Outcome 3 data (Adobe Acrobat Document)
D. Objective 2, Outcome 1 Rubric (Adobe Acrobat Document)
E. Objective 2, Outcome 2 Rubric (Adobe Acrobat Document)
F. Objective 2, Outcome 4 Rubric (Adobe Acrobat Document)
G. OBJECTIVE #2, Outcome 1 data (Adobe Acrobat Document)
H. OBJECTIVE #2, Outcome 2 data (Adobe Acrobat Document)
I. OBJECTIVE #2, Outcome 4 data (Adobe Acrobat Document)
J. Objective 3, Outcome 1 Rubric (Adobe Acrobat Document)
K. Objective 3, Outcome 2 Rubric (Adobe Acrobat Document)
L. Objective 3, Outcome 3 Rubric (Adobe Acrobat Document)
M. Objective 3, Outcome 4 Rubric (Adobe Acrobat Document)
N. Objective 6, Outcome 1 Rubric (Adobe Acrobat Document)
O. Objective 6, Outcome 2 Rubric (Adobe Acrobat Document)
P. Objective 6, Outcome 3 Rubric (Adobe Acrobat Document)
Q. Objective 7, Outcome 1 Rubric (Adobe Acrobat Document)
R. Objective 7, Outcome 2 Rubric (Adobe Acrobat Document)
S. Objective 7, Outcome 3 Rubric (Adobe Acrobat Document)
T. Fall 2012 HRD 659 obj 3 out 1 data (Adobe Acrobat Document)
U. Spring 2013 HRD 675 obj 3 out 2 data (Adobe Acrobat Document)
V. Spring 2013 HRD 675 obj 7 out 1 data (Adobe Acrobat Document)
W. Spring 2013 HRD 675 obj 7 out 2 data (Adobe Acrobat Document)
X. Spring 2013 HRD 675 obj 7 out 3 data (Adobe Acrobat Document)
Y. Objective 3, Outcome 3 Rubric (Adobe Acrobat Document)
Z. Objective 3, Outcome 4 Rubric (Adobe Acrobat Document)
AA. Fall 2013 HRD 659 obj 3 out 3 data (Adobe Acrobat Document)
AB. Fall 2013 HRD 659 obj 3 out 4 data (Adobe Acrobat Document)