



# Student Learning Assessment Report, Academic

Report Year

Program

Department Head

2022-2023

Human Resource Development Minor

Paul Thurston

Submitted By

Deb Kelly

Previously Submitted Reports

2021-2022 Human Resource Development Minor

Mission

The Management Department prepares students to manage resources, make informed decisions, and lead with integrity in a global environment." (revised May 2013)

## Assessment

### 1. Major/Program Student Learning Outcomes

Student will be able to...

Explain the strategic importance of human resource management to achieving corporate goals.

### 2. Phase

Check all that apply

- Planning/ determining procedure
- Planning/ Redesigning based on past assessment
- Collecting/ analyzing assessment data
- Discussing/ using result
- Determining if Changes had an Impact on Student Learning
- Objective not assessed this year

### 3. Assessment Procedures (Planning/ determining)

Method: (ex. tests, presentations, research paper, describe the assessment course and student sample when it is applicable, etc.)

1-page individual single-spaced executive summary of Harvard Business School case study involving HR issues in a successful organization

When does assessment occur?

MGMT432 Strategic Human Resource Management

How often does assessment occur?

Every year

Criteria (How do you know students are achieving learning outcome?)

80% of students meet or exceed standards (Exceeds Standards: 90% or above; Meets Standards: 70% - 90%; Does not meet Standards: less than 70%)

### 4. Assessment Results (Collecting/ analyzing, please identify the sample size and course number when appropriate)

n=8  
Exceeds: 4  
Meets: 4  
Doesn't meet: 0

Learning Outcome Met? (Based on Criteria)

Yes

### 5. Use of Results (Discussing/ using results)

This semester every student in the class was required to analyze and prepare individual executive summaries for 5 HBS case studies and prepare a 6th case study to present in a group. I used 6 HBS case studies that were published after 2018 and had not been used on campus in at least the past year. I provided the students with a sample executive summary (slightly modified from the old BUDV450 curriculum format). I gave detailed individual feedback on the first 3 executive summaries and then collected data for assessment purposes on the 4th case study of the semester. We had a 60-minute student-facilitated class discussion (including an experiential exercise) for the first 3 case studies, so the students were quite able to analyze the 4th case study of the semester on an individual basis in their executive summaries.

In addition to assessing this learning objective via executive summaries, the students were very engaged in class discussions concerning this particular learning objective throughout the semester.

## Assessment

### 1. Major/Program Student Learning Outcomes

Student will be able to...

Describe and apply the principles of good practice in planning, recruiting, selecting, developing, training and retaining employees in a diverse workforce.

### 2. Phase

Check all that apply

- Planning/ determining procedure
- Planning/ Redesigning based on past assessment
- Collecting/ analyzing assessment data
- Discussing/ using result
- Determining if Changes had an Impact on Student Learning
- Objective not assessed this year

### 3. Assessment Procedures (Planning/ determining)

Method: (ex. tests, presentations, research paper, describe the assessment course and student sample when it is applicable, etc.)

Method: 1-page individual single-spaced executive summary of Harvard Business School case study involving specific HR issues

#### When does assessment occur?

MGMT 432 Strategic Human Resource Management

#### How often does assessment occur?

Every year

#### Criteria (How do you know students are achieving learning outcome?)

80% of students meet or exceed standards (Exceeds Standards: 90% or above; Meets Standards: 70% - 90%; Does not meet Standards: less than 70%)

### 4. Assessment Results (Collecting/ analyzing, please identify the sample size and course number when appropriate)

n=8  
Exceeds: 6  
Meets: 2  
Doesn't meet: 0

#### Learning Outcome Met? (Based on Criteria)

Yes

### 5. Use of Results (Discussing/ using results)

This semester every student in the class was required to analyze and prepare individual executive summaries for 5 HBS case studies and prepare a 6th case study to present in a group. I used 6 HBS case studies that were published after 2018 and had not been used on campus in at least the past year. I provided the students with a sample executive summary (slightly modified from the old BUDV450 curriculum format). I gave detailed individual feedback on the first 3 executive summaries and then collected data for assessment purposes on the 4th case study of the semester. We had a 60-minute student-facilitated class discussion (including an experiential exercise) for the first 3 case studies, so the students were quite able to analyze the 4th case study of the semester on an individual basis in their executive summaries.

In addition to assessing this learning objective via executive summaries, the students were very engaged in class discussions concerning this particular learning objective throughout the semester.

## Assessment

### 1. Major/Program Student Learning Outcomes

Student will be able to...

Analyze the legal issues and moral implications involved in human resource management.

### 2. Phase

Check all that apply

- Planning/ determining procedure
- Planning/ Redesigning based on past assessment
- Collecting/ analyzing assessment data
- Discussing/ using result
- Determining if Changes had an Impact on Student Learning
- Objective not assessed this year

### 3. Assessment Procedures (Planning/ determining)

**Method: (ex. tests, presentations, research paper, describe the assessment course and student sample when it is applicable, etc.)**

Method: 1-page individual single-spaced executive summary of Harvard Business School case study involving HR issues in a non-profit organization

### When does assessment occur?

MGMT 432 Strategic Human Resource Management

### How often does assessment occur?

Every year

### Criteria (How do you know students are achieving learning outcome?)

80% of students meet or exceed standards (Exceeds Standards: 90% or above; Meets Standards: 70% - 90%; Does not meet Standards: less than 70%)

### 4. Assessment Results (Collecting/ analyzing, please identify the sample size and course number when appropriate)

n=8  
Exceeds:7  
Meets: 1  
Doesn't meet: 0

### Learning Outcome Met? (Based on Criteria)

Yes

### 5. Use of Results (Discussing/ using results)

Students are encouraged and reminded to include analysis and consideration of the legal and moral implications involved in human resource management in all discussions and assignments in this course. In AY2018-2019 I introduced a new project called "Charity Shark Tank" which had students interacting with real local non-profit organizations. It was quite successful that first year, but could not be implemented in Spring 2020 due to COVID-19. We were able to do the project again in 2021 (via zoom) and in 2022 and 2023 (in-person), and the students really seemed to grasp the relevance and importance of this learning objective. The in-person format was much more effective and engaging than the zoom format used in 2021.

# Assessment

## 1. Major/Program Student Learning Outcomes

Student will be able to...

Written and oral presentation skills.

## 2. Phase

Check all that apply

- Planning/ determining procedure
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## 3. Assessment Procedures (Planning/ determining)

Method: (ex. tests, presentations, research paper, describe the assessment course and student sample when it is applicable, etc.)

Writing

1-page individual single-spaced executive summary of Harvard Business School case study.

Oral Presentation:

Individual performance in a 40-minute group presentation presenting findings and results of their live HR Audit project.

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### How often does assessment occur?

Every year

### Criteria (How do you know students are achieving learning outcome?)

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## 4. Assessment Results (Collecting/ analyzing, please identify the sample size and course number when appropriate)

Writing

n=8

Exceeds: 3

Meets: 5

Doesn't meet: 0

Oral Presentation

n=8

Exceeds: 6

Meets: 2

Doesn't meet: 0

### Learning Outcome Met? (Based on Criteria)

Yes

## 5. Use of Results (Discussing/ using results)

Writing:

After providing the students with a sample executive summary and significant feedback on the first 3 executive summaries, the students' performance in this area improved dramatically.

Oral Presentation:

While some group members are stronger than others, for the most part each individual student's performance in this area was more than satisfactory. The students were expected to analyze and present their findings on an HR Audit project after conducting interviews with an HR executive and researching the company online. All interviews and group presentations were conducted live via Zoom and included detailed Powerpoint slides. While the nature of the assignment changed in Spring 2020 due to COVID, we have continued to use Zoom for the HR executive interviews part of this project. We found that the students' Zoom meetings with their respective HR contact, were actually better for this purpose than the traditional in-person method. It also allowed the students to work on developing a new means of oral presentation. Also, group size of 3 students worked better in 2022 and 2023 was better than 4-5 students in a group back in 2019 and 2020. In the future, I will keep group size at 3 students, require students to collect their information from HR contacts viz zoom, and have students present their Audit Report in-person.

## Assessment

### 1. Major/Program Student Learning Outcomes

Student will be able to...

Demonstrate an understanding of the critical domains of human resource management and how it "fits" with other functional areas and corporate strategy.

### 2. Phase

Check all that apply

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### 3. Assessment Procedures (Planning/ determining)

Method: (ex. tests, presentations, research paper, describe the assessment course and student sample when it is applicable, etc.)

100-question multiple choice exam in SHRM-CP exam practice test format

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### 4. Assessment Results (Collecting/ analyzing, please identify the sample size and course number when appropriate)

n=8  
Exceeds:4  
Meets: 3  
Doesn't meet: 1

Learning Outcome Met? (Based on Criteria)

Yes

### 5. Use of Results (Discussing/ using results)

The students worked on practice exam questions on different HR topics for 20 minutes in class each week during the first 6 weeks of the semester, and then they took a 100-question exam in SHRM-CP certification exam format, in a computer lab, without any notes.

Overall the Psychology students minoring in HRD did exceptionally well in all areas in this class

## Assessment

### 1. Major/Program Student Learning Outcomes

Student will be able to...

Assess the impact of an organization's strategy on the design of appropriate HR philosophies and programs.

### 2. Phase

Check all that apply

- Planning/ determining procedure
- Planning/ Redesigning based on past assessment
- Collecting/ analyzing assessment data
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Method: 1-page individual single-spaced executive summary of Harvard Business School case study involving HR issues.

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# Assessment

## 1. Major/Program Student Learning Outcomes

Student will be able to...

(Duplicate of #6)

Assess the impact of an organization's strategy on the design of appropriate HR philosophies and programs.

## 2. Phase

Check all that apply

- Planning/ determining procedure
  - Planning/ Redesigning based on past assessment
  - Collecting/ analyzing assessment data
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  - Determining if Changes had an Impact on Student Learning
  - Objective not assessed this year
-

# Package History

Date	User	Action
6/20/2023 12:33:44 PM	Deb Kelly	Submitted 'Student Learning Assessment Report'
6/20/2023 12:34:27 PM	Institutional Effectiveness	Received
6/20/2023 12:34:27 PM	School of Business - Asst. Dean	Received
6/20/2023 12:34:28 PM	Paul Thurston	Received
6/20/2023 12:34:28 PM	Provost and Senior Vice President	Received
6/20/2023 12:34:28 PM	School of Business - Dean	Received
6/20/2023 12:34:28 PM	Joseph McCollum	Received
6/20/2023 12:34:28 PM	School of Science - Asst. Dean	Received
6/20/2023 12:53:27 PM	Katherine Silvester	Decision Approved