



Student Learning Assessment Report, Academic

Report Year

2022-2023

Program

Strategic HR Development Concentration

Department Head

Joseph McCollum

Submitted By

Deb Kelly

Previously Submitted Reports

2021-2022 Strategic HR Development Concentration

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...

Describe and apply the principle of good practice in planning, recruiting, selecting, training, and retaining employees

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 specific HR issues

When does assessment occur?

MGMT432 Strategic Human Resource Management

How often does assessment occur?

every spring

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

Criteria: 80% meets or exceeds expectations
(70% or higher on rubric)
Exceeds: above 90
Meets: 70-90
Does not meet: below 70

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

Business Concentration Majors with Strategic HR Concentration

n=2

Exceeds: 1

Meets: 1

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 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.)

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

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MGMT 432 Strategic Human Resource Management

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Exceeds: above 90

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Does not meet: below 70

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

Business Concentration Majors with Strategic HR Concentration

n=2

Exceeds: 0

Meets: 2

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.

Assessment

1. Major/Program Student Learning Outcomes

Student will be able to...

Demonstrate effective written and oral presentation skills.

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.)

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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(70% or higher on rubric)

Exceeds: above 90

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

Writing:

Business Concentration Majors with Strategic HR Concentration

n=2

Exceeds: 0

Meets: 2

Doesn't meet: 0

Oral Presentation:

Business Concentration Majors with Strategic HR Concentration

n=3

Exceeds:1

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 executive interviews were conducted live via Zoom, and the group presentations were conducted in-person and included detailed Powerpoint slides. The quality of the content and presentations was a bit better in the in-person presentations (rather than the zoom presentations in 2021). Also, group size of 3-4 students worked very well this semester.

Assessment

1. Major/Program Student Learning Outcomes

Student will be able to...

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

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.)

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

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Business Concentration Majors with Strategic HR Concentration:
 n=2
 Exceeds: 1
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 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 7 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.

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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

- Planning/ determining procedure**
- Planning/ Redesigning based on past assessment**
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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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Learning Outcome Met? (Based on Criteria)

No

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 a closed-book, proctored SHRM-CP format. All students took the exam in person in a computer classroom.

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

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Package History

Date	User	Action
6/20/2023 12:41:42 PM	Deb Kelly	Submitted 'Student Learning Assessment Report'
6/20/2023 12:42:30 PM	Joseph McCollum	Received
6/20/2023 12:42:30 PM	Joseph McCollum	Received
6/20/2023 12:42:30 PM	School of Science - Asst. Dean	Received
6/20/2023 12:42:31 PM	Institutional Effectiveness	Received
6/20/2023 12:42:31 PM	Provost and Senior Vice President	Received
6/20/2023 12:42:31 PM	School of Business - Asst. Dean	Received
6/20/2023 12:42:31 PM	School of Business - Dean	Received
6/20/2023 12:54:29 PM	Katherine Silvester	Decision Approved
6/29/2023 10:50:18 AM	Margaret Madden	Decision Approved