Framingham State University

Program Assessment Plan for (Master of Human Resources)

Assessment Coordinator:	Dr. Robert J. Awkward
Department Chair:	Dr. Yaser Najjar
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1) PROGRAM MISSION STATEMENT

The Master of Human Resources (MHR) with a concentration in Human Resource Management is designed to provide qualified individuals from any undergraduate major with the conceptual, analytical, strategic orientation, and operational knowledge needed to assume a position in human resource management. The program is based on an orientation which provides a proper balance of theoretical and practical knowledge as well as in-depth preparation in human resource management. Excellence in human resource management requires an understanding of business drivers of the modern profit or non-profit organization and the external environment in which it functions. To acquire this understanding, students are required to complete courses in the areas of management, business, economics, legal compliance, organizational development & change, and human resource technology. At the completion of the program, students are expected to possess the sophisticated analytical, verbal, and intellectual skills needed to forecast human capital needs, hire new employees, and create an environment which promotes maximum employee engagement, effectiveness, and efficiency.

2) PROGRAM LEARNING OBJECTIVES

1. Students will understand business organizations and apply the student's human resources knowledge to enable the organization to achieve its organizational objectives.
2. Students will build a reservoir of human resource knowledge to demonstrate human resource, business, and change mastery.
3. Students will be able to assess organizational challenges and provide effective solutions that meet the need of the organization and are mindful of employment laws.
4. Students will develop a human resource organizational philosophy that guides their professional work and actions.
5. Students will develop their written, critical thinking, creative problem solving, and verbal skills.

3) LEARNING OUTCOMES

Upon completion of this program, students will be able to:

1. Demonstrate conceptual, analytical, and operational knowledge needed to assume a position in human resource management

2. Employ a proper balance of theoretical and practical knowledge to create a human resource management infrastructure to enable the organization to attract, hire, develop, and retain the best and most diverse human talent possible.

3. Demonstrate analytical, verbal, and intellectual skills needed to consult with organizational members, management, and leadership to develop cost-effective and legally compliant solutions to organizational challenges at both the systemic and individual employee level.

4. Evaluate the best candidates to hire who have the requisite performance skills and organizational fit consonant with their organization

5. Construct an organizational environment which promotes maximum employee engagement and productivity by utilizing their analytical, written, verbal, and intellectual skills

4) LEARNING OPPORTUNITIES

Courses	PLO no. 1	PLO no. 2	PLO no. 3	PLO no. 4	PLO no. 5
Fundamentals of HRM (MGMT 900)	I	I	E	E	I
Management & Leadership (MGMT 904)	R	R	R	R	E
Employment Law (MGMT 922)	R	R	E	R	R
Human Resource Information Systems (MGMT 934)	R	R	R		R
Organizational Development & Change (MGMT 946)	E	R	E	R	R
Compensation & Performance Management (MGMT 955)	E	E	R	E	E
Employee Benefits (MGMT 963)	E	E	E		R
Business Ethics (MGMT 969)	R	R	E		R
Training & Development (MGMT 972)	E	R	E	R	R
Managing Global Diversity (MGMT 977)	E	R	E	R	R
Seminar in Human	A	A	A	A	A

Resource Management (MGMT 985)					

Legend: (I) Introduced, (R) Reinforced, (E) Emphasized, (A) Assessed

5) ASSESSMENT METHODS AND TIMELINE

Indicate when and how program learning objectives will be assessed. Refer to the curriculum map to draft a student learning outcomes assessment timeline. It is recommended that you outline a 5-year plan for assessment in which you will assess all of your PLOs.

Academic Years	Outcome(s)	Course(s)	Assessment Evidence (direct/indirect)	Assessment Method	Responsibility
WHEN	WHICH outcome(s) will you examine in each period (Use number)?	WHERE will you look for evidence of student learning (i.e., list course(s) that will generate evidence for each objective.	WHAT student work or other evidence will you examine in order to assess each objective?	HOW will you look at the evidence; what means will you use to analyze the evidence collected for each objective	WHO will oversee collecting, analyzing, reporting, results? List names or titles.
Year 1 2016	PLO no. 1	Seminar in Human Resource Management (MGMT 985)	Comprehensive business case study analysis	Rubric	Program Coordinator
Year 2 2017	PLO no. 2	Seminar in Human Resource Management (MGMT 985)	Comprehensive business case study analysis	Rubric	Program Coordinator
Year 3 2018	PLO no. 3	Seminar in Human Resource Management (MGMT 985)	Final workplace approach paper & presentation	Rubric	Program Coordinator
Year 4 2019	PLO no. 4	Seminar in Human Resource Management (MGMT 985)	Comprehensive business case study analysis	Rubric	Program Coordinator

Year 5 2020	PLO no. 5	Seminar in Human Resource Management (MGMT 985)	Final workplace approach paper and presentation	Rubric	Program Coordinator

Program Size and Sampling Technique

a. State the number of students in the program or the number who graduate each year.
Approximately 8 -12 students per year graduate.

b. Describe the sampling technique to be used
No sampling. All MHR students must take the Seminar as it is a required capstone course. Thus, we will assess the universe.

6) PLAN FOR ANALYZING RESULTS

- List who is responsible for distributing results and who will receive results?
Program Coordinator

- State how and at which forums discussion of results will take place.

  Shared with MHR faculty in order to improve our practice, and provide to external Business School accreditation to maintain accreditation. Other forums to be determined.

7) DISTRIBUTION. The program will distribute or publish these items in the following ways:

	Distribution Method					
ITEM	**FSU Catalog** (provide section title)	**Website** (provide URL)	**Annual Reports**	**Brochures**	**Course Syllabi**	**Other** (please describe, e.g. department meeting, advising session)
Program Mission	Yes	https://www.framingham.edu/academics/graduate-studies/graduate-degree-programs/master-of-human-resources-management/master-of-human-resources-concentration-in-human-resource-management		Yes	Yes	External accreditation (IACBE)

Program Learning Objectives	Yes	https://www.framingham.edu/academics/graduate-studies/graduate-degree-programs/master-of-human-resources-management/master-of-human-resources-concentration-in-human-resource-management		Yes	Yes	External accreditation (IACBE)
Learning Opportunities (Curriculum Map)	Yes	https://www.framingham.edu/academics/graduate-studies/graduate-degree-programs/master-of-human-resources-management/learning-outcomes		Yes		External accreditation (IACBE)
Assessment Plan						To the Graduate Dean, the MHR Faculty, the Business Dept. Chair, and the FSU Assessment Director

Attach any rubrics or instrumentation that you plan to use for assessment of Program Learning Objectives

Credits: This Template was developed using ideas from templates developed at University of Rhode Island and University of Hawaii in Manoa.