

**NECHE INVENTORY OF EDUCATIONAL EFFECTIVENESS INDICATORS  
GRADUATE PROGRAMS  
(MASTER OF HUMAN RESOURCE PROGRAM - 2018-19)**

DEGREE GRANTING PROGRAM NAME	(1) List ONLY the program learning objective(s) assessed during the current reporting period	(2) For each learning objective listed in column (1), other than GPA, what data/evidence was used to determine that graduates have achieved the stated objectives? (e.g., capstone assignment, portfolio review, licensure examination)	(3) What were the results/outcomes/findings/conclusion(s) of the assessment?  Explain results/findings/conclusions for each program learning objective listed in column (1)	(4) Who interprets the evidence? Describe the process (e.g. annually by the curriculum committee).	(5) What changes/improvements have been made as a result of using the data/evidence (3)? Link discussion in this column with a learning objective (1) and the results of assessing that objective (3)	(6) Date of most recent program review
Master of Human Resource	Students will understand business organizations and apply the student's human resources knowledge to enable the organization to achieve its organizational objectives (PLO #1)	Authentic student artifacts collected assessed utilizing a rubric from the capstone course (comprehensive case study).	The overall average score declined slightly from 3.0 in AY 2018 to 2.8 in AY 2019 for the same assignment and using the same rubric and evaluator.  In AY 2018, Explanation of Issues (18) and Control of Syntax & Mechanics (13) were the lowest scoring areas of student performance. In AY 2019, Conclusions, and Syntax & Mechanics (again) were below average. Student's Position was at average.	Program Coordinator conducts an assessment of authentic student artifacts from the capstone course utilizing a rubric. The results are then shared and discussed with the MHR Faculty at annual faculty meeting in order to determine corrective actions for the next academic year.	Student's Position and Conclusions can be addressed and improved by being more explicit in the upfront directions for how the student frames their analysis.  Control of Syntax & Mechanics has shown significant improvement in student's performance as the gap between the Syntax & Mechanics and the	August 2019

					<p>Average score in AY 2018 was 41.5% and in AY 2019 it was 16.7%. This demonstrates that our increased focus on writing: a) review of APA requirements in the Foundations of HRM course, b) multiple writing assignments in each class, c) timely feedback, and d) encouraging student's use of the Writing Center in each class has improved the outcomes.</p>	
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Insert URL of the program web page where Program Learning Objectives for this program are published (NECHE requires this as part of being transparent to stakeholders): <https://www.framingham.edu/academics/graduate-studies/graduate-degree-programs/master-of-human-resources-management/master-of-human-resources-concentration-in-human-resource-management>