MAJOR: Human Resource Management

DEPARTMENT: Business

1. Listing of Student Learning and/or General Education Outcomes Assessed

   The following Student Learning Outcomes and/or General Education Outcomes were assessed in AY 2011 – 2012:

   SLO 2: Demonstrate effective and professional communication and collaboration skills, including effective use of information technology in business situations.

   SLO 3: Demonstrate an understanding of analysis, formulation and implementation of strategy at the corporate or entrepreneurial level.

   SLO 5: Demonstrate awareness of economic, ethical, and legal contexts of global business practice.

   Gen Ed 7: Analyze ideas and events from the perspectives of the liberal arts tradition.

   Gen Ed 8: Experience multiple ways of knowing, by developing creativity, imagination and perceptive thinking.

2. Summary of Assessment Results

   All students (traditional day students and evening undergraduate students) are meeting the benchmark for assessment criteria of SLO 2 in the HR management program. Professional communication and collaboration skills are introduced/developed in the 100-200 level courses and the newly acquired skills of students demonstrated in the 300-400 level courses. BUS 426 Strategic Management and BUS 320 Labor Relations are two courses assessed in SLO 2 and both courses require the demonstration of significant student involvement in projects requiring group
work and the presentation of findings. BUS 426 and BUS 320 require use of information technology utilizing text software, excel and power point. General Education SLO’s 4 and 6 are assigned to BUS 426, General Education SLO 2 assigned to BUS 320. Both courses require and assess communication skills, require quantitative methodological reasoning in decision making all the while practicing ethical decision making. General Education requirements are met in the application of current event material, not always of a business nature, and creativity and innovation differentiates one group’s business model from another.

BUS 426 Strategic Management and BUS 427 International HR are two courses assigned to SLO 3 for assessment purposes. 100% of students have met the measure in this SLO. BUS 427 is specific to the HR major and is taught by a professional practicing international HR in the evening program. The small size of the major requires this course to be offered only as an evening course and is usually a diverse class of traditional undergraduate day students and nontraditional, working adults enrolled in the evening program. The diversity seems to generate a better understanding of the material as evidenced by the outcome.

BUS 320 Labor Relations was the course selected for assessment in SLO 5. The assessment measure for this SLO however was the final exam. 77% of undergraduate day students met the measure. The evening undergraduate program adjunct instructor did not submit final exam grades; but, assessment of overall course grades indicates measure may have been met in the evening program. The final exam for this course was a comprehensive essay exam. This indicator (final exam) may not be an appropriate measure for SLO 5 and will be re-evaluated for future assessments.

3. Proposed changes

Review, refine and change assessment tools to better determine strengths and mastery in more specific content areas. Specific consideration will apply to BUS 320 to review either the assessment measure or the preparation for a comprehensive essay final exam. The text was changed Fall 2011-Spring 2012 as well as assignments, etc. across the day and evening programs.

4. Plans for data collection and assessment activity next AY 2012/2013

Instructions: If courses or sections are taught by Adjunct Faculty, identify the process by which data will be obtained.

In effect May, 2012 adjunct faculty received a letter with their employment contract stating the need to collect grades, etc. as assessment data necessary for full-time faculty analysis. This comprehensive letter also instructs the adjunct faculty member of the requirements to embed material such as CPC’s, etc. in the course syllabi. Included in the information sent to the adjunct is an assigned full-time faculty member, and their contact information, who is to instruct them with data collection for the determined assessment tool and assistance with creating the course syllabus.
Plans to present/discuss more thoroughly the requirements for full-time faculty to receive required assessment materials will be presented to adjunct faculty at the adjunct faculty orientation in August and January of each year.
The following Student Learning Outcomes and/or General Education Outcomes will be assessed in AY 2012 – 2013:

SLO 6- Demonstrate ability to make a basic investment and financing decision for a business using financial management concepts and methods.

SLO 7-Demonstrate ability to apply accounting concepts and methods to interpret financial statements for evaluating the financial position and performance of organizations

SLO 8-Demonstrate ability to use quantitative and qualitative tools and methodologies to support organizational decision making.

Gen Ed 1

Gen Ed 3