

Table 4.1 - Standard 4 Student Learning Assessment

Student Learning Results: A student learning outcome is one that measures a specific competency attainment. *Examples of a direct assessment (evidence) of student learning attainment that might be used include: capstone performance, third-party examination, faculty-designed examination, professional performance, licensure examination).*

		Analysis of Results																																													
Approach	Deployment (Do not use course grades or GPA)	Results	Analysis of Results	Improvement Action Taken or Improvement made	Insert Graphs or Tables of Trends (3-5 data points) Report sample or population size n = #																																										
Program Learning objectives SLO1, SLO2, etc.	What is your measurement instrument or process?	What are your current results?	What did you learn from the results?	What did you improve or what is your next step?																																											
Master of Arts in Human Resources																																															
Student Learning Outcome 2: Acquire knowledge of laws, ethics, and values and apply this knowledge to make decisions appropriate to one's professional practice. Goal: All comparisons greater than 60%	Peregrine Standard Exam. External, Comparative, Summative	58.75% to 73.75 % for Advanced Topic I outperforming all comparison data. Similar results are evidenced in Advanced Topic II. Advanced Topics III, IV and V remain flat.	The students are predominately adult learners engaged in HR as their employment. Advanced Topics III, IV and V are areas for future emphasis.	Examine and revise the courses to promote critical thinking and the application of skills/knowledge necessary for current and future HR leaders and professionals. Maintain SHRM alignment. Redesign/update the HRF 7161 Assessment and Evaluation course focus on the HR related methods. Update text HRC 7461. Continue to monitor passing rate for the SHRM CP/SCP certification.	<p>HRM Advanced Topics 1-5</p> <table border="1"> <caption>HRM Advanced Topics Performance Data</caption> <thead> <tr> <th>Institution</th> <th>HRM Advanced Topic I</th> <th>HRM Advanced Topic II</th> <th>HRM Advanced Topic III</th> <th>HRM Advanced Topic IV</th> <th>HRM Advanced Topic V</th> </tr> </thead> <tbody> <tr> <td>Ottawa University</td> <td>65%</td> <td>60%</td> <td>60%</td> <td>65%</td> <td>55%</td> </tr> <tr> <td>ACBSP Region 5 (Midwestern Council)</td> <td>65%</td> <td>60%</td> <td>60%</td> <td>65%</td> <td>55%</td> </tr> <tr> <td>Faith-based Institution</td> <td>65%</td> <td>60%</td> <td>60%</td> <td>65%</td> <td>55%</td> </tr> <tr> <td>Middle States Commission on Higher Education</td> <td>65%</td> <td>60%</td> <td>60%</td> <td>65%</td> <td>55%</td> </tr> <tr> <td>Online Delivery Mode</td> <td>65%</td> <td>60%</td> <td>60%</td> <td>65%</td> <td>55%</td> </tr> <tr> <td>Privately Owned Not-for-Profit</td> <td>65%</td> <td>60%</td> <td>60%</td> <td>65%</td> <td>55%</td> </tr> </tbody> </table>	Institution	HRM Advanced Topic I	HRM Advanced Topic II	HRM Advanced Topic III	HRM Advanced Topic IV	HRM Advanced Topic V	Ottawa University	65%	60%	60%	65%	55%	ACBSP Region 5 (Midwestern Council)	65%	60%	60%	65%	55%	Faith-based Institution	65%	60%	60%	65%	55%	Middle States Commission on Higher Education	65%	60%	60%	65%	55%	Online Delivery Mode	65%	60%	60%	65%	55%	Privately Owned Not-for-Profit	65%	60%	60%	65%	55%
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Student Learning Outcome 4: Demonstrate oral and written competence in the major field. Writing competency at 90% or better.	Capstone Papers/Projects - University-wide process managed by the Office of Institutional Effectiveness Internal, standardized, formative, direct	Written Competencies-- goal met in writing conventions, organization, and central idea.	MAHR students have room to improve communication skills, but in comparison to other masters programs their results are satisfactory.	Maintain SHRM alignment and ensure the capstone project complies with SHRM requirements. Provide faculty with writing methodology training through the Director of Writing.	<p>Assessment Written and Oral Competencies Average Scores</p> <table border="1"> <thead> <tr> <th>Competency Area</th> <th>Average Score</th> </tr> </thead> <tbody> <tr> <td>4.g Format (professional genre: report, analysis, case study...)</td> <td>4.24</td> </tr> <tr> <td>4.f Writing Conventions</td> <td>4.54</td> </tr> <tr> <td>4.e Evidence Use (Research, Data, Graphics, & Illustrations)</td> <td>4.36</td> </tr> <tr> <td>4.d Audience & Purpose</td> <td>4.4</td> </tr> <tr> <td>4.c Applying Concepts in Discipline</td> <td>4.28</td> </tr> <tr> <td>4.b Organization</td> <td>4.5</td> </tr> <tr> <td>4.a Central Idea</td> <td>4.6</td> </tr> </tbody> </table>	Competency Area	Average Score	4.g Format (professional genre: report, analysis, case study...)	4.24	4.f Writing Conventions	4.54	4.e Evidence Use (Research, Data, Graphics, & Illustrations)	4.36	4.d Audience & Purpose	4.4	4.c Applying Concepts in Discipline	4.28	4.b Organization	4.5	4.a Central Idea	4.6																										
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