

Program Assessment Plan for Human Resources Studies, BS

Program Mission

The Human Resources Studies major is rooted in the Jesuit liberal arts tradition and prepares students to be proactive in their pursuit of fairness and equity within the workplace. The program is designed to educate students in the processes used to promote effective job performance, career development and job satisfaction of employees. This programmatic focus is based upon the belief that a strong base of analytical knowledge is critical to the successful practice of human resources. Students will also be actively engaged in applying theory in ways that can influence the effectiveness of an organization.

Curriculum

Key Courses And Assignments

HRS 490 - Human Resources Leadership Seminar 3 cr. (Prerequisites: HRS major or minor; HRS 390 and HRS 480)
Students will assess and develop their leadership skills and participate in an in-depth case study that integrates previous learning. Includes service-learning component of 20 hours to assist students with applying classroom knowledge to workplace settings. In addition, students are required to take the SHRM Assurance of Learning exam prior to exiting the HRS program.

Program Learning Outcomes to be Assessed

PLO	5. Graduates can demonstrate their business acumen.	ILOs to which the PLOs map	3
Year:			
Is the evidence Direct or Indirect	Direct quantitative results from the exam		
Where in the program does the evidence reside?	HRS490		
What tools are necessary to collect evidence? (Rubrics, Portfolio, Embedded Exam Questions etc.)	Exam questions		
Benchmarks	> 80% of students completing the SHRM Assurance of Learning exam will score proficient in 4 out of 6 HR knowledge areas.		
ListOfSources	Standardized tezt (SHRM Assurance of Learning) exam. Business acumen is one of six measured components of the exam.		

Program Learning Outcomes to be Assessed

PLO 4. Graduates can analyze and self-evaluate their knowledge, skills, and abilities. ILOs to which the PLOs map 1,3,4

Year: Year 2 AY 2015-16

Is the evidence Direct or Indirect Direct. Rubrics are utilized

Where in the program does the evidence reside? HRS480 and HRS490

What tools are necessary to collect evidence? (Rubrics, Portfolio, Embedded Exam Questions etc.) Rubrics

Benchmarks Faculty will benchmark from AY2014-2015 to AY 2015-2016

ListOfSources Rubrics are utilized to evaluate student projects, service learning projects, and internship supervisor evaluations.

Program Learning Outcomes to be Assessed

PLO 3. Graduates are capable of preparing and presenting professional oral presentations. ILOs to which the PLOs map 1,3

Year: Year 3 AY 2016-17

Is the evidence Direct or Indirect Student scores on written and oral presentations of performance a

Where in the program does the evidence reside? HRS251, HRS340, HRS351 and HRS490.

What tools are necessary to collect evidence? (Rubrics, Portfolio, Embedded Exam Questions etc.) Rubrics

Benchmarks >80% of students will earn a score of proficient (B or better) on the completion of the performance appraisal, job description and analysis, and compensation plan.

ListOfSources Rubric utilized to evaluate student writing and oral presentations for skill and content

Program Learning Outcomes to be Assessed

PLO	2. Graduates are capable of creating various types of written documents related to the HR field (e.g., job descriptions, training programs, performance appraisal documents, etc.).	ILOs to which the PLOs map	1,3,4
Year:	Year 1 Spring 2015		
Is the evidence Direct or Indirect	Direct evidence - Students performance appraisals, recruitment pla		
Where in the program does the evidence reside?	HRS251 - Performance Appraisal, HRS340 - Compensation and Benefits, and HRS351 - Recruitment, Selection, and Staffing		
What tools are necessary to collect evidence? (Rubrics, Portfolio, Embedded Exam Questions etc.)	Rubrics		
Benchmarks	>75% will earn a grade of B or better on the Performance Appraisal service learning project (HRS251), >80% of students will earn a grade of B or better on the recruitment and selection plan for shortage positions.		
ListOfSources	Completion of a performance appraisal, recruitment and selection plan, compensation case study.		

Program Learning Outcomes to be Assessed

PLO	1. Graduates can demonstrate that they are prepared for an entry-level position in the HR field.	ILOs to which the PLOs map	3,4
Year:	Year 2 AY 2015-16		
Is the evidence Direct or Indirect	Direct - Exam results will provide detailed analysis of the 6 functiona		
Where in the program does the evidence reside?	HRS490 - Human Resource Leadership Seminar. The completion of case studies, service learning project, and completion of the SHRM Assurance of Learning Exam.		
What tools are necessary to collect evidence? (Rubrics, Portfolio, Embedded Exam Questions etc.)	Embedded exam questions from SHRM Ass		
Benchmarks	> 80% of students completing the SHRM Assurance of Learning exam will score proficient in 4 out of 6 HR knowledge areas.		
ListOfSources	SHRM Assurance of Learning exam results from Spring 2016. Student service learning projects will be evaluated utilizing a standardized rubric.		