

HRA 507: Professional Contribution

Course: HRA 507: Professional Contribution

Semester Offering: Spring 2009, Web-based

Completion Date: May 15, 2009

Course Enrollment: 21 Graduate Students Enrolled:

Students Enrolled: Three Graduate Credits

Course Purpose

This was an online (web based in ANGEL) course that facilitated the integration and application of previous course studies and as a culmination of the HRA graduate study program. Working in a self-directed manner, class members selected an area of study relevant to their current and/or future career interests. Upon completing each student presented a well researched written report (like a white paper) suitable for publication.

Library Literacy Course Objectives

Class members will:

- Gain practical and factual knowledge regarding the difference in professional resources and scholarly (peer) resources and research.
- Learn fundamentals of accessing this information through library links and professional websites
- Hone skills in analyzing and presenting research using APA format in a white paper suitable for publication in a professional publication such as SHRM, ASTD, or AMA
- Advance researching skills using the UOFS library system in a distance learning format and ANGEL system for projects

Course objectives (outcomes/projects) as related to the Library Literacy Project

1. Proposed Course Objectives/Outcome (Project-Research Article Summary Paper)

Students will:

- Submit an in-depth review of literature in the form of an annotated bibliography.

The first step in any research project is a comprehensive "*review of the literature*" related to the selected topic of study. The literature review should demonstrate both **breadth** and **depth** relative to the topic. The annotated bibliography summarized the content of the articles/books readings each student completed for the semester. The annotations for each reading **were not to exceed 150 words** and the citations for each source were listed in **APA editorial format**. The annotated bibliography, not the review of literature itself, was uploaded in ANGEL for grading by April 24, 2009. All students submitted this project on or before the due date. Resources (samples and examples of published offerings) information regarding access to sources (**Database information, proquest central, Academic Search Elite, and Emerald**) through the library was made available in ANGEL.

The project item was worth 80 points out of a total of 300 points for the course. The average score was 66.95; the SD was 3.19; and the variance was 10.15. The high score was 70 and low score was 61.

2. Proposed Course Outcome (Final Written Paper/Project-100 points)

Students will:

- Present a well-written and well researched document in the HR discipline in the form of a final written report/paper suitable for publication.

This paper/report (white paper, a manuscript, a concise review of literature for a journal, an article for a professional magazine publication or other) was submitted by each student. Using APA editorial style and the bibliography sources previously annotated the student presented a contribution of thought, ideas, and specific application to the field of Human Resources. This document met the requirements and guidelines of the submission guide provided by the editorial source each student chooses for publication. The final document was due by May 4, 2009 in the ANGEL drop-box. The final copy was graded, as presented in ANGEL, utilizing the guidelines and requirements the student submitted in their Publication Source and Guideline Project Plan in the beginning of the semester.

The project item was worth 1000 points out of a total of 300 for the course. The average score was 93.43; with a SD of 3.30; a variance of 10.86. The high score was 98 and low score was 85. Each student was offered suggestions for improvement to the final document in an effort to seek public publication. It is anticipated that many of the students will, indeed, make these final changes and submit their final paper for possible publication. The instructor requested that each student keep in contact with the instructor of any accepted papers. No accepts as of this date of the report. Possible sources for these student publications are:

- *HRM Guide*
- *Human Resource Management Magazine*
- *Human Resource Management Journal*
- *The International Journal of Human Resource Management*
- *The National Guard Association of the United States Magazine*
- *SHRM Magazine (white papers)*
- *SHRM online (White papers)*
- *T & D Magazine Performance Improvement Quarterly*
- *Academic Medicine Journal*
- *Journal of Personnel Psychology Journal*
- *Journal of Management & Organization (special issue of Stability and Change)*
- *HR.BLR.com*
- *JAL publication*
- *Journal of Workplace Rights*
- *The Employee Rights and Employment Policy Journal*

3. Proposed Course Outcome (Library Discussion Board Participation)

Students will:

- Participation in all the Discussion Boards (three were required) specifically for this report are the outcomes for the library discussion board).

The goal of this discussion board was to encourage lively and intelligent discussions on projects, research advice from Bonnie W. Oldham who maintained this discussion board form for the entire semester. Students were to make the discussion heading post question as descriptive as possible so that others could see similar Q&A. Regular online participation was essential for successful completion of this course. Students were expected to log in and participate in the discussion boards. Participation included logging into the course site, participating in online discussion boards, completing and submitting all required assignments by the posted due date, and communicating with the instructors (Terri and Bonnie) and fellow students. The instructors encouraged lively discussion and debate. Sixty-six (66) postings were recorded in the Library Discussion Board. The project item was worth 15 points out of a total of 300 for the course. The average score was 13.26; with a SD of 1.55; a variance of 2.39. The high score was 15 and low score was 11.

Bonnie Oldham provided for the students a Topic Podcast (uploaded in ANGEL) in an effort to help the student's select and refine their topic of research. Eighteen (18) of the 21 students downloaded and viewed the podcast. Bonnie Oldham uploads a file link called "IM a University of Scranton Librarian" as another resource for students in the online course. Sixty-one (61) log-ins were recorded 31 from the students and 30 from Bonnie. Bonnie Oldham also provided for the students information regarding Academic Integrity, (the Academic Code of Honesty at The University of Scranton). Although it was not a requirement to view these resources 7 out of the 21 students did view the information. Since a low percentage of students viewed this resource; it will be considered a requirement for the next course offering.