

**NECHE INVENTORY OF EDUCATIONAL EFFECTIVENESS INDICATORS
GRADUATE PROGRAMS
(MASTER OF HUMAN RESOURCES - 2019-20)**

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 Resources	Program Learning Outcome No. 2	Capstone assignment	Based on a four-level scoring system, the overall average results for the eight students increased from 3.0 (based on six students) to 3.125. However, within that overall result, there was a significant increase in student performance regarding Explanation of Issues from 3.0 to 3.625 and Syntax and Mechanics from 2.17 to 2.625, and in Conclusions from 3.17 to 3.25. However, there was a slight downturn in student outcomes in the areas of Evidence that declined from 2.67 to 2.125 and Student Position declining from 3.3 to 3.0. • The distribution of student average scores based on High Competence scores falling	Initially the program coordinator. Then, the results are shared and discussed with the MHR Faculty at the Annual MHR Faculty Meeting.	We will need to continue the actions we have taken to-date. The Program Learning Objectives and Outcomes need to be updated reflecting on current practice, advice from the MHR Advisory Council, and MHR faculty discussions. In addition, we will reinforce the need to utilize evidence when making a case and to ensure that the students	AY2020

			<p>between 3.1 to 4.0 and Competence falling between 2.1 to 3.0 completely changed from two year's prior (Attachment No. 2). In AY2018, 33% of the student's average score were considered High Competence and 67% Competent. For AY2020, 62.5% were considered High Competence and 37.5% were considered Competent. That result represents significant movement given the use of the same rubric, same course, same time of year, and same faculty member. Obviously, the students have changed, but so have practices that we have implemented that has contributed to student's improved outcomes.</p>		<p>present their voice and not simply repeat what they have read - even if properly cited. The point of the program is to inform and influence the student's thinking as they develop their own informed voice and perspective.</p>	
--	--	--	---	--	---	--

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/learning-outcomes>