



If you have any questions or concerns about the form, please contact Jena Shepard at jshepard1@framingham.edu or 508-215-5884.

Program Assessment

First Name: * Robert

Last Name: * Awkward

Banner ID: * 100347668

Email: * rawkward@framingham.edu

Please select the reporting period this assessment/accreditation work was completed:

* 2022-2023 ☐

Please select the type of program you completed assessment/accreditation work for this reporting period:

Note: If changing your initial selection, please refresh this page prior to making a new selection.

* Graduate Program ☐

Please select the program you completed assessment for during this reporting period:

* Master of Human Resources (MHR) ☐

Please select the option that best describes the assessment work completed during this reporting period.

- * ☐ Only assessed program learning objective(s)
- ☒ Only completed other assessment activities (ex. assessment plan, rubrics etc.)
- ☐ Assessed program learning objective(s) and completed other assessment activities (ex. assessment plan, rubrics etc.)
- ☐ Did not undertake program assessment work

Assessment Activities

Please list the assessment activities (other than the assessment of program learning objectives) completed during this reporting period (assessment plans, rubrics etc.).

* We revised our five-year-old program mission statement, program learning outcomes, the learning outcomes curriculum map, and the assessment methods and timeline for the next five years (see the revised plan attached). In addition, this document was reviewed with the MHR Faculty at our annual faculty meeting in August 2023 (see the agenda).

Please attach the related documents produced as a result of the activities listed in above (mandatory if funding is requested for this work):

combinedfile.pdf

Funding

Are you seeking funding for assessment work completed in this report?

You can request a maximum of \$1,000 for this reporting period.

- * ☐ Yes
- ☒ No

Program Information

Enter the year of the most recent program review. If the program is new, enter the upcoming program review year or enter TBD (to be determined).

* Not required for Graduate Programs

Insert the URL of the 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>

Signatures

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Robert Ankward
Submitter Signature

01/08/2024
Date

Office of Institutional Assessment

Office of Institutional Assessment Only

Institutional Assessment Signature

Date

Framingham State University

MHR Annual Faculty Meeting

August 30, 2023

- 6:00PM** **Welcome** – Bob Awkward, Program Coordinator
- 6:10PM** **Greetings** – Dr. Marilyn Cleary, Dean of Graduate Studies & Continuing Education
- 6:20PM** **Faculty Introductions**
- 6:30PM** **MHR Updates:**
- Faculty Staffing:
 - Daniel Ginsberg, Esq. (ret.) 3- Summer 2023
 - Heather Getchell-Bastien, Esq. (hopefully) – Summer 2024
 - MHR Recruitment:
 - Central Mass. HRMA (me)
 - Human Resource Leadership Forum (FSU)
 - Hybrid - Virtual/Zoom and Virtual/Live
 - Honor Graduates: *Sigma Beta Delta*
 - Kavita Jain (4.0)
 - Colton McGrath (3.97)
 - Beth Monaco (3.97)
 - Jessica Guerrero (3.93)
 - Marcia Blanchard (3.90)
 - Ann Sashell Thebaud (3.87)
- 6:40PM** **AY24 Plans**
- Convene the MHR Advisory Board (November)
 - Hold an MHR Alumni Event (October 2023 and June 2024)
 - Certificate in HR Analytics & Decision Making Approved
- 6:50PM** **Program Feedback:**
- Exit Survey Report 2020-2021
- 7:00PM** **Program Assessment: Five-Year (2024 – 2028)**
- Mission Statement
 - Program Learning Outcomes
 - Curriculum Map
 - Assessment Methods & Timeline

Framingham State University

Program Assessment Plan for (Master of Human Resources)

Please note: Use of this template is optional. The Office of Assessment is providing it only as a potentially useful tool that could make formulating the plan and tracking implementation easier.

Assessment Coordinator:	Dr. Robert J. Awkward
Department Chair:	Dr. Robert J. Awkward
Date Created/Updated:	Revised June 6, 2023

1) PROGRAM MISSION STATEMENT

The Master of Human Resources (MHR) is designed to provide diverse individuals from all undergraduate majors with the conceptual, analytical, strategic, and operational knowledge needed to assume a position in human resource management in a small, medium, or large for-profit, not-for-profit or governmental organization. The program is based on David Ulrich's *HR Model of Six Competencies for the Future of Human Resources*, which provides a balance of theoretical and practical general business and human resources knowledge as well as in-depth preparation in management and leadership. Excellence in human resource management requires an understanding of business drivers of the modern profit or non-profit organization and the external environment in which it functions. To acquire this understanding, students are required to complete courses taught by faculty who are current practitioners in the areas of management & leadership, business, ethics, economics, human resource-specific content, employment law, and organizational development & change. At the completion of the program, students are expected to possess the sophisticated analytical, communication and intellectual skills, and the body of knowledge needed to forecast human capital needs, hire employees, and create an inclusive environment that values diverse employees and promotes maximum employee engagement, effectiveness, and efficiency.

2) PROGRAM LEARNING OUTCOMES

Upon completion of this program, students should be able to:

Demonstrate conceptual, analytical, and operational knowledge needed to assume a position in human resource management

Employ a proper balance of theoretical and practical knowledge to create a human resource management infrastructure to enable the organization to attract, hire, develop, and retain the best and most diverse human talent possible.

Demonstrate sophisticated analytical, verbal, and intellectual skills needed to consult with organizational members, management, and leadership to develop cost-effective and legally compliant solutions to organizational challenges at both the systemic and employee level.

Evaluate the best candidates to hire who have the prerequisite performance skills and organizational fit.

Construct an organizational environment that promotes maximum engagement and productivity by utilizing their analytical, written, verbal, and intellectual skills.

3) LEARNING OPPORTUNITIES

Courses	PLO no. 1	PLO no. 2	PLO no. 3	PLO no. 4	PLO no. 5
Fundamentals of HRM (MGMT 900)	I	I	E	I	I
Theories of Managing Organizations (MGMT 914)	R	R	R	R	R
Employment Law (MGMT 922)	R	R	R	R	R
Human Resource Information Systems (MGMT 934)	R	R	R	R	R
Organizational Development & Change (MGMT 946)	E	E	E	R	R
Compensation & Performance Management (MGMT 955)	E	E	E	E	E
Employee Benefits (MGMT 963)	E	E	E	E	E
Business Ethics (MGMT 969)	R	R	R	R	E
Fundamentals of Accounting & Financial Management (MGMT 908)	R	R	R	R	R

Managing Global Diversity (MGMT 977)	E	E	E	E	E
Seminar in Human Resource Management (MGMT 985)	A	A	A	A	A

Legend: (I) Introduced, (R) Reinforced, (E) Emphasized, (A) Assessed

4) ASSESSMENT METHODS AND TIMELINE

Indicate when and how program learning objectives will be assessed. Refer to the curriculum map to draft a student learning outcomes assessment timeline. It is recommended that you outline a 5-year plan for assessment in which you will assess all of your PLOs.

Academic Years	Outcome(s)	Course(s)	Assessment Evidence (direct/indirect)	Assessment Method	Responsibility
WHEN	WHICH outcome(s) will you examine in each period (Use number)?	WHERE will you look for evidence of student learning (i.e., list course(s) that will generate evidence for each objective.	WHAT student work or other evidence will you examine in order to assess each objective?	HOW will you look at the evidence; what means will you use to analyze the evidence collected for each objective	WHO will oversee collecting, analyzing, reporting, results? List names or titles.
Year 1 2024	PLO no. 1	Seminar in Human Resource Management (MGMT 985)	Comprehensive business case study analysis	Rubric	Program Coordinator
Year 2 2025	PLO no. 2	Seminar in Human Resource Management (MGMT 985)	Comprehensive business case study analysis	Rubric	Program Coordinator
Year 3 2026	PLO no. 3	Seminar in Human Resource Management (MGMT 985)	Organizational Presentation	Rubric	Program Coordinator

Year 4 2027	PLO no. 4	Seminar in Human Resource Management (MGMT 985)	Comprehensive business case study analysis	Rubric	Program Coordinator
Year 5 2028	PLO no. 5	Seminar in Human Resource Management (MGMT 985)	Comprehensive business case study analysis	Rubric	Program Coordinator

Program Size and Sampling Technique

- a. State the number of students in the program or the number who graduate each year.
Approximately 8 -12 students per year graduate.
- b. Describe the sampling technique to be used
No sampling. All MHR students must take the Seminar as it is a required capstone course. Thus, we will assess the universe.

5) PLAN FOR ANALYZING RESULTS

- List who is responsible for distributing results and who will receive results?
Program Coordinator
- State how and at which forums discussion of results will take place.

To share the results of the annual assessment with MHR faculty at our annual meeting in order to discuss and develop strategies to continuously improve our practice and maintain our SHRM (Society of Human Resources) alignment.

6) DISTRIBUTION. The program will distribute or publish these items in the following ways:

ITEM	Distribution Method					
	FSU Catalog (provide section title)	Website (provide URL)	Annual Reports	Brochures	Course Syllabi	Other (please describe, e.g. department meeting, advising session)
Program Mission	Yes	https://www.framingham.edu/academics/graduate-studies/graduate-degree-programs/master-of-human-resources-management/master-of-human-resources-concentration-in-human-resource-management . To be updated.		Yes	Yes	Society of Human Resources (SHRM)
Program Learning Objectives	Yes	https://www.framingham.edu/academics/graduate-studies/graduate-degree-programs/master-of-human-resources-management/master-of-human-resources-concentration-in-human-resource-management . To be updated.		Yes	Yes	Society of Human Resources (SHRM)
Learning Opportunities (Curriculum Map)	Yes	https://www.framingham.edu/academics/graduate-studies/graduate-degree-programs/master-of-human-resources-management/learning-outcomes		Yes	No	
Assessment Plan	No	To be added to the MHR website.		No	No	To the Graduate Dean, the MHR Faculty, and the Assistant Vice President for Institutional Effectiveness

Attach any rubrics or instrumentation that you plan to use for assessment of Program Learning Objectives

¹ If you have questions or need assistance, please contact Dr. Mark Nicholas, Director of Assessment at mnicholas1@framingham.edu or 508-626-4670

² Accredited programs can provide supplemental documents that indicate the answers to these questions as long as specific page references are provided in each cell of the tables in this form. When the answers are not accessible in that way, please cut and paste into your assessment plan.

Credits: This Template was developed using ideas from templates developed at University of Rhode Island and University of Hawaii in Manoa.