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
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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	FSU Catalog (provide section title)	Distribution Method					
		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.