

Texas State University

Outcomes Report

General Information

Academic Year:	2015-2016
College:	Business
Department:	Management
Program:	Human Resource Management (MS)
Program Code:	52.10
Outcome Type:	Student Learning (GR)
Degree:	Masters
Coordinator/Contact:	Dr. Kay Nicols
Status:	Results Approvals Complete

Mission Statement

The **Master of Science in Human Resource Management (MSHRM)** program is a flexible, part-time program designed to prepare people for successful careers in human resource management. In comparison to the MBA program, which offers a broad-based business education, the MSHRM program offers in-depth knowledge associated with the major aspects of human resource management. The MSHRM curriculum has been designed to adhere to educational guidelines established by the Society for Human Resource Management (SHRM), the premier professional association for the human resource field.

Evidence of Improvement

This year the coverage of learning outcomes was expanded from five to all six, thus making this the first time that all Learning Outcomes for the MSHRM program were assessed in one academic year. The MSHRM faculty adopted a program goal of 80-80-80 this year, which also marks a first as previously the faculty simply did their best in their own courses. With the 80-80-80, the goal is that the faculty expect at least 80% of the students in MSHRM courses to score 80% or better on assessments in at least 80% or more of the 12 course-learning-outcomes (between 2 and 4 outcomes assessed in each of the 4 MSHRM courses offered this year). This year, on 10 of 12 (83.33%) course-learning-outcomes the students met the 80-80 mark so the goal was achieved.

The implementation and achievement of a program goal for assessment in the MSHRM program is a noteworthy achievement for such a new program. This was made possible by the close coordination of course content between the faculty teaching the core courses so that pedagogical redundancies could be reduced and potentially problematic subject areas could be emphasized.

Action Plan

For the academic year 2016-2017, the goal of 80-80-80 will be continued. The faculty have endorsed uniform standards and expectations since the inception of the MSHRM program. However, for 2016-2017, a change will be implemented. Some courses allow students to drop a quiz or two or an occasional assignment from their grade. This is usually, but not always, to allow for an occasional missed class. In 2016-2017, if assessment data are gathered as part of an assignment, quiz, test, project, etc. then that assignment must count toward the students grade. This will allow the assessment process to be undertaken in something other than a no-stakes testing environment. By gathering data from assignments that actually count toward students' grades it is believed that student performance on those assignments will markedly improve.

Next year, there are six sections of five core courses offered. This allows the faculty of the MSHRM program to assess each of the six learning outcomes in two different courses over the course of two different semesters. Heretofore, three learning outcomes were sometimes assessed in the same course. By expanding the assessment coverage, the focus of the course was stretched and may have diluted the course a bit. By only assessing two outcomes in each course instead of three, the faculty can more properly orient the content of the particular component courses to issues germane to that topic.

By focusing more on specific issues associated with particular component courses, the core course faculty will work closely with each other to identify any redundancies between the courses as well as to enhance the learning in areas thought to be inadequately covered. Although the courses each have some overlap and the learning outcomes each state that the course content should integrate the particular focus of any particular course with the grander scheme of an overall understanding of the components of Human Resource Management, clear redundancies will be refined to show how each HRM component integrates with the other without simply going over the same material twice.

Outcome 1

Students will demonstrate knowledge of the functional areas of human resource management and how they are interrelated.

The **standards** of performance for the methods below are:

- Scores of 90% correct or better will indicate that the student exceeds expectations
- Scores greater than 80% correct but less than 90% correct will indicate that the student meets expectations
- Scores less than 80% correct will indicate that the student failed to meet expectations.

It is **expected**, by each professor, that 80% of students enrolled in the course during the academic year will meet or exceed the standards on each

learning outcome.

Outcome 1 - Method 1

1. Assessed in MGT 5339 (International HR) via one or more essay questions embedded into the mid-term exam. The mid-term exam is worth 50 (out of 200) points or 25 percent of students' final grades. Students will have to (individually) demonstrate understanding of 1) the different functions performed by human resource management professionals and 2) how these human resource management functions relate to other functions and objectives within an organization. The scoring rubric will be used to assess the outcome.

Outcome 1 - Method 1 - Result

MGT 5339: Summary statistics for outcome #1 for Fall 2015

	MSHRM students		non-MSHRM students		TOTAL	
	Raw #	%	Raw #	%	Raw #	%
Exceeds	N/A	N/A	8	80%	8	80%
Meets	N/A	N/A	2	20%	2	20%
Failed to meet	N/A	N/A	N/A	N/A	N/A	N/A
Total		100.00		100.00		100.00

Percentage of MSHRM students who met or exceeded expectations: N/A

Percentage of non-MSHRM students who met or exceeded expectations: 100%

Percentage of ALL students who met or exceeded expectations: **100%**

Comments on what went well and what went poorly in the Fall 2015 Assessment: All of the students, regardless of major, understand how international human resource management relates to other areas of human resource management. Next time the course is taught, the exam questions related to Outcome 1 will be reviewed and if necessary, refined.

Comments on what went well and what went poorly in the spring 2016 Assessment: Class not taught in spring 2016.

Overall Results for the Year for Outcome #1: In MGT 5339 for the fall of 2015, 100% of the students (note: There were no MSHRM students enrolled in the course) met or exceeded the standards for this learning outcome, thus **achieving** the performance expectations goal for learning outcome #1.

Comments on this year's report and the action plan for next year: The course was very well received with 100% of students meeting or exceeding the expectations. This successful outcome can be attributed to student talent and motivation, and the fact that the course was redesigned this semester to be more thorough with regard to IHRM topic coverage, both applied and engaging in nature. The design of the course will be kept essentially the same for the short-term, making additional refinements and updates on an as-needed basis.

Outcome 1 - Method 2

1. Assessed in MGT 5336 (Compensation and Benefits) via multiple choice quiz and test questions objectively scored.

Outcome 1 - Method 2 - Result

MGT 5336: Summary statistics for outcome #1 for Spring 2016

	MSHRM students		non-MSHRM students		TOTAL	
	Raw #	%	Raw #	%	Raw #	%
Exceeds	3	75.00	2	20.00	5	35.71
Meets	1	25.00	5	50.00	6	42.86
Failed to meet	0	0.00	3	30.00	3	21.43
Total	4	100.00	10	100.00	14	100.00

Percentage of MSHRM students who met or exceeded expectations: 100.00%

Percentage of non-MSHRM students who met or exceeded expectations: 70.00%

Percentage of ALL students who met or exceeded expectations: **78.57%**

Comments on what went well and what went poorly in the Fall 2015 Assessment: This course was not taught in the fall.

Comments on what went well and what went poorly in the Spring 2016 Assessment: The three students who failed to meet the performance expectations for this outcome are pursuing graduate degrees in technology management or industrial technology and are therefore not graduate students in the McCoy College. They appeared to struggle with some basic management concepts related to the administrative workings of organizations in general and the United States in particular. Of the three students, two are international students from Southwest Asia. It appeared to be difficult for them to make connections between human resource management functions and other functions within U.S organizations. This difficulty was apparent for both the quiz for chapter 5 as well as exam #1. Greater emphasis on this connection is needed in future classes.

Overall Results for the Year for Outcome 1: In MGT 5336 for the entire academic year of 2015-2016, **78.57%** of ALL students met or exceeded the standards for this learning outcome, thus **failing to achieve** the performance expectations goal for learning outcome 1.

Comments on this year's report and the action plan for next year: Increasing the number and type of assessment instruments for this outcome would aid in determining if performance expectations are actually met or exceeded. Every MSHRM student (for whom the course is required and

was actually designed) exceeded the standards of performance. A small number of non-MSHRM students, all of whom are from programs outside of the McCoy College, failed to meet the standards. Give the small number of students in the class, the three under-performing students brought the total number meeting the standards to a level below expectations. Nevertheless, significant changes to this assessment will be undertaken next year. At a minimum, the five items from Quiz #5 will be reviewed and refined. Regarding Exam #1, the use of 10 items rather than five items will provide a more thorough assessment of student learning. By increasing the total number of items on which assessment data is gathered and by refining the existing items it is believed that a more thorough and reliable assessment of student learning will be possible.

Outcome 2

Students will demonstrate knowledge of employee training and development programs and policies and how such programs and policies affect other functional areas of human resource management.

The **standards** of performance for the methods below are:

- Scores of 90% correct or better will indicate that the student exceeds expectations
- Scores greater than 80% correct but less than 90% correct will indicate that the student meets expectations
- Scores less than 80% correct will indicate that the student failed to meet expectations.

It is **expected**, by each professor, that 80% of students enrolled in the course during the academic year will meet or exceed the standards on each learning outcome.

Outcome 2 - Method 1

1. Assessed in MGT 5339 (HR Development) with five items from each of three major exams providing a total of fifteen evaluative items. Each exam consists of a total of fifty multiple choice items, all of which are objectively scored.

Outcome 2 - Method 1 - Result

MGT 5339: Summary statistics for outcome #2 for Fall 2015

	MSHRM students		non-MSHRM students		TOTAL	
	Raw #	%	Raw #	%	Raw #	%
Exceeds	9	100.00	10	100.00	19	100.00
Meets	0	0	0	0	0	0
Failed to meet	0	0	0	0	0	0
Total	9	100.00	10	100.00	19	100.00

Percentage of MSHRM students who met or exceeded expectations: 100.00%

Percentage of non-MSHRM students who met or exceeded expectations: 100.00%

Percentage of ALL students who met or exceeded expectations: **100.00 %**

Comments on what went well and what went poorly in the Fall 2015 Assessment: Students responded quite well to the course content. They appeared very motivated to learn as demonstrated by class attendance which was quite good. Their success in exceeding expectations for this outcome is attributed to a positive attitude towards learning, the requirement of chapter quizzes which served to ensure reading assignments were completed, thorough coverage of the chapter content in-class, and active participation in class discussions. Nothing in class appeared to go poorly as related to the accomplishment of this objective. Initially, students appeared to struggle on the fill-in-the-blank chapter quizzes. The addition of a word list for each quiz, while lengthy, proved to be helpful to the students in stimulating their memories.

Overall Results for the Year for Outcome 2: In MGT 5339 for the entire academic year of 2015-2016, 100.00% of ALL students met or exceeded the standards for this learning outcome, thus achieving the performance expectations goal for learning outcome 2.

Comments on this year's report and the action plan for next year: For the Fall semester of 2015, 100.00% of students exceeded the standards thereby achieving the performance expectations for this objective. Significant changes to this assessment will be undertaken next year. The five items on each of the three exams will be reviewed and five additional items will be added. The use of ten items for each exam will provide a more thorough assessment of student learning. In addition, as all students achieved perfect scores for this outcome, exam questions will be carefully reviewed for their rigor and adjustments made for the next iteration of the course.

Outcome 2 - Method 2

1. Assessed in MGT 5330 (Seminar in HR) with a ten-item multiple choice quiz and ten multiple-choice questions imbedded in the second major exam.

Outcome 2 - Method 2 - Result

MGT 5330: Summary statistics for outcome 2 for Spring 2016

	MSHRM students		non-MSHRM students		TOTAL	
	Raw #	%	Raw #	%	Raw #	%
Exceeds	0	0	10	62.50	10	58.82
Meets	1	100.00	5	31.25	6	35.29
Failed to meet	0	0	1	6.25	1	5.88
Total	1	100.00	16	100.00	17	100.00

Percentage of MSHRM students who met or exceeded expectations: 100%
 Percentage of non-MSHRM students who met or exceeded expectations: 93.75%
 Percentage of ALL students who met or exceeded expectations: **94.11 %**

Comments on what went well and what went poorly in the Spring 2016 Assessment: Overall, students in both the MSHRM and non-MSHRM groups performed above the desired goal threshold of 80%. It appears that students adequately grasped the basic concepts assessed in the training and development topic area. Two students were absent when the quiz over the material was administered, so data is missing for these two students.

Overall Results for the Year for Outcome 2: In **MGT 5330** for the entire academic year of 2015-2016, 94.11% of ALL students met or exceeded the standards for this learning outcome, thus **achieving** the performance expectations goal for learning outcome #2.

Comments on this year's report and the action plan for next year: Overall, student assessment results are quite satisfactory. The lone MSHRM student met expectations on this learning outcome. The non-MSHRM students performed very well, with only one student out of sixteen failing to meet expectations. Overall, all students performed extremely well. Only minor changes will be introduced to this assessment next year. Quiz and exam questions will be reviewed and edited as needed for the next assessment period. Additionally, next year the quiz on which assessment items are administered will not be drop-able. In the coming year, all assessments will be embedded in assignments that cannot be dropped and must count toward the students' grade. This should facilitate a more thorough picture of student learning.

Outcome 3

Students will demonstrate knowledge of compensation and benefit programs and policies and how such programs and policies affect other functional areas of human resource management.

The **standards** of performance for the methods below are:

- Scores of 90% correct or better will indicate that the student exceeds expectations
- Scores greater than 80% correct but less than 90% correct will indicate that the student meets expectations
- Scores less than 80% correct will indicate that the student failed to meet expectations.

It is **expected**, by each professor, that 80% of students enrolled in the course during the academic year will meet or exceed the standards on each learning outcome.

Outcome 3 - Method 1

1. Assessed in MGT 5330 (Seminar in HRM) with two different ten-item multiple choice quizzes and ten multiple-choice questions on the third major exam.

Outcome 3 - Method 1 - Result

MGT 5330: Summary statistics for outcome 3 for Fall 2015

	MSHRM students		non-MSHRM students		TOTAL	
	Raw #	%	Raw #	%	Raw #	%
Exceeds	4	66.67	6	50.00	10	55.56
Meets	1	16.67	5	41.67	6	33.33
Failed to meet	1	16.67	1	8.33	2	11.11
Total	6	100.00	12	100.00	18	100.00

Percentage of MSHRM students who met or exceeded expectations: 83.34%
 Percentage of non-MSHRM students who met or exceeded expectations: 91.67%
 Percentage of ALL students who met or exceeded expectations: **88.89 %**

Comments on what went well and what went poorly in the Fall 2015 Assessment: Overall, students in both the MSHRM and non-MSHRM groups performed above the desired goal threshold of 80%. It appears that students adequately grasped the basic concepts assessed in the compensation and benefits topic area. One student enrolled in the fall 2015 course was omitted from assessment for learning outcome #3 due to being absent and missing the two quizzes (assignment #1 and assignment #2). This is a result of covering both chapters in one class meeting.

Overall Results for the Year for Outcome 3: In **MGT 5330** for the entire academic year of 2015-2016, **88.89%** of ALL students met or exceeded the standards for this learning outcome, thus **achieving** the performance expectations goal for learning outcome #3.

Comments on this year's report and the action plan for next year: Overall, student assessment results are quite satisfactory. For next year, the instructor will consider adding short answer/essay questions on exams to assess this learning outcome, in order to further assess student learning. In future semesters, the instructor will take into consideration the effect of scheduling more than one quiz in one class meeting, to avoid having to exclude students with absences from assessment. Quiz and exam questions will be reviewed and edited as needed for the next assessment period.

Outcome 3 - Method 2

1. Assessed in MGT 5336 (Compensation and Benefits) with multiple choice quiz and test questions objectively scored.

Outcome 3 - Method 2 - Result

MGT 5336: Summary statistics for outcome 3 for Spring 2016

	MSHRM students		non-MSHRM students		TOTAL	
	Raw #	%	Raw #	%	Raw #	%
Exceeds	4	100.00	10	100.00	14	100.00
Meets	0	0.00	0	0.00	0	0.00
Failed to meet	0	0.00	0	0.00	0	0.00
Total	4	100.00	10	100.00	14	100.00

Percentage of MSHRM students who met or exceeded expectations: **100.00%**

Percentage of non-MSHRM students who met or exceeded expectations: **100.00%**

Percentage of ALL students who met or exceeded expectations: **100.00%**

Comments on what went well and what went poorly in the Spring 2016 Assessment: Students responded quite well to the course content. They appeared very motivated to learn as demonstrated by class attendance which was quite good. Their success in exceeding expectations for this outcome is attributed to a focus on compensation practices in the course, the requirement of chapter quizzes which served to ensure reading assignments were completed, and active participation in class discussions. Nothing in class appeared to go poorly or hindered the accomplishment of this objective.

Overall Results of the Year for Outcome 3: In **MGT 5336** for the entire academic year of 2015-2016, 100.00% of ALL students met or exceeded the standards for this learning outcome, thus **achieving** the performance expectations goal for learning outcome # 3.

Comments on this year's report and the action plan for next year: For the Spring semester of 2016, 100.00% of the students in **MGT 5336** exceeded the standards thereby achieving the performance expectations for this objective. However, significant changes to this assessment will be undertaken next year. The five items from Quiz #8 will be reviewed and refined. Regarding Exam #2, the use of 10 items rather than five items will provide a more thorough assessment of student learning. In addition, as all students achieved high scores for this outcome and therefore exceeded the standards, exam questions will be carefully reviewed for their rigor and adjustments made for the next iteration of the course.

Outcome 4

Students will demonstrate knowledge of employment law and how legal issues affect other functional areas of human resource management.

The **standards** of performance for the methods below are:

- Scores of 90% correct or better will indicate that the student exceeds expectations
- Scores greater than 80% correct but less than 90% correct will indicate that the student meets expectations
- Scores less than 80% correct will indicate that the student failed to meet expectations.

It is **expected**, by each professor, that 80% of students enrolled in the course during the academic year will meet or exceed the standards on each learning outcome.

Outcome 4 - Method 1

1. Assessed in **MGT 5330** (Seminar in HRM) with a ten-item multiple choice quiz and ten multiple-choice questions on the first major exam.

Outcome 4 - Method 1 - Result

MGT 5330: Summary statistics for outcome #4 for Fall 2015

	MSHRM students		non-MSHRM students		TOTAL	
	Raw #	%	Raw #	%	Raw #	%
Exceeds	6	100.00	6	46.15	12	63.16
Meets	0	0.00	5	38.50	5	26.32
Failed to meet	0	0.00	2	15.38	2	10.53
Total	6	100.00	13	100.00	19	100.00

Percentage of MSHRM students who met or exceeded expectations: 100%

Percentage of non-MSHRM students who met or exceeded expectations: 84.65%

Percentage of ALL students who met or exceeded expectations: **89.48%**

Comments on what went well and what went poorly in the Fall 2015 Assessment: Overall, students both the MSHRM and non-MSHRM students performed above the desired goal threshold of 80%. It appears that students adequately grasped the basic concepts assessed in the legal issues topic area of human resource management. It is especially gratifying to note that 100% of MSHRM students exceed expectations for learning outcome #4.

Overall Results of the Year for Outcome #4: In **MGT 5330** for the entire academic year of 2015-2016, **89.48%** of ALL students met or exceeded the standards for this learning outcome, thus **achieving** the performance expectations goal for learning outcome #4.

Comments on this year's report and the action plan for next year: Overall, student assessment results are quite satisfactory. For next year, the instructor will consider adding short answer/essay questions on exams to assess this learning outcome, in order to further assess student learning. Quiz and exam questions will be reviewed and edited as needed for the next assessment period.

Outcome 4 - Method 2

1. Assessed in **MGT 5336** (Compensation and Benefits) with multiple choice quiz and test questions objectively scored.

Outcome 4 - Method 2 - Result

MGT 5336: Summary statistics for outcome 4 for Spring 2016

	MSHRM students		non-MSHRM students		TOTAL	
	Raw #	%	Raw #	%	Raw #	%
Exceeds	3	75.00	6	60.00	9	64.29
Meets	1	25.00	1	10.00	2	14.28
Failed to meet	0	0.00	3	30.00	3	21.43
Total	4	100.00	10	100.00	14	100.00

Percentage of MSHRM students who met or exceeded expectations: 100.00%

Percentage of non-MSHRM students who met or exceeded expectations: 70.00%

Percentage of ALL students who met or exceeded expectations: **78.57%**

Comments on what went well and what went poorly in the Spring 2016 Assessment: Students did not respond quite as well to this course content. While they appeared very motivated to learn as demonstrated by class attendance which was quite good, they appeared to struggle a bit in connecting employment law and how legal issues affect other functional areas of human resource management. This difficulty was apparent for both the quiz for chapter 17 as well as exam #3. Greater emphasis on this connection is needed in future classes.

Overall Results for the Year for Outcome 4: In MGT 5336 for the entire academic year of 2015-2016, 78.57% of ALL students met or exceeded the standards for this learning outcome, thus **failing to achieve** the performance expectations goal for learning outcome # 4.

Comments on this year's report and the action plan for next year: Every MSHRM student (for whom the course is required and was actually designed) exceeded the standards of performance on this learning outcome. A small number of non-MSHRM students, all of whom are from programs outside of the McCoy College, failed to meet the standards. Give the small number of students in the class, the three under-performing students brought the total number meeting the standards to a level below expectations. Increasing the number and type of assessment instruments for this outcome would aid in a more reliable determination of performance expectations. Significant changes to this assessment will be undertaken next year. At a minimum, the five items from Quiz #17 will be reviewed and refined. Regarding Exam #3, the use of 10 items rather than five items will provide a more thorough assessment of student learning. By increasing the total number of items on which assessment data is gathered and by refining the existing items it is believed that a more thorough and reliable assessment of student learning will be possible.

Outcome 5

Students will demonstrate knowledge of recruitment and selection programs and policies and how such programs and policies affect other functional areas of human resource management.

For each method below the **standards** of performance are:

- Scores of 90% correct or better will indicate that the student exceeds expectations
- Scores greater than 80% correct but less than 90% correct will indicate that the student meets expectations
- Scores less than 80% correct will indicate that the student failed to meet expectations.

It is **expected**, by each professor, that 80% of students enrolled in the course during the academic year will meet or exceed the standards on each learning outcome.

Outcome 5 - Method 1

1. Assessed in MGT 5330 (Seminar in HRM) with a ten-item multiple choice quiz and ten multiple-choice questions on the second major exam.

Outcome 5 - Method 1 - Result

MGT 5330: Summary statistics for outcome #5 for Spring 2016

	MSHRM students		non-MSHRM students		TOTAL	
	Raw #	%	Raw #	%	Raw #	%
Exceeds	0	0	8	50.00	8	47.06
Meets	1	100.00	6	37.50	7	41.18
Failed to meet	0	0	2	12.50	2	11.76
Total	1	100.00	16	100.00	17	100.00

Percentage of MSHRM students who met or exceeded expectations: 100%

Percentage of non-MSHRM students who met or exceeded expectations: 87.50%

Percentage of ALL students who met or exceeded expectations: **88.24 %**

Comments on what went well and what went poorly in the Spring 2016 Assessment: Overall, students in both the MSHRM and non-MSHRM groups performed above the desired goal threshold of 80%. It appears that students adequately grasped the basic concepts assessed in the recruitment and selection topic area of human resource management. Two students were absent when the first quiz over the material was administered, and one student was absent for the second quiz, so data is missing for these students.

Overall Results for the Year for Outcome 5: In MGT 5330 for the entire academic year of 2015-2016, 87.50% of ALL students met or exceeded the standards for this learning outcome, thus **achieving** the performance expectations goal for learning outcome #5.

Comments on this year's report and the action plan for next year: Overall, student assessment results are quite satisfactory. The lone MSHRM student met expectations on this learning outcome. The non-MSHRM students performed very well, with only two out of those sixteen students failing to meet expectations. Overall, all students performed extremely well. Only minor changes will be introduced to this assessment next year. Quiz and exam questions will be reviewed and edited as needed for the next assessment period. Additionally, next year the quizzes on which assessment items are administered will not be drop-able. In the coming year, all assessments will be embedded in assignments that cannot be dropped and must count toward the students' grade. This should facilitate a more thorough picture of student learning.

Outcome 5 - Method 2

2. Assessed in MGT 5338 (HR Development) with five items from major exam #2 and ten items from chapter reading quiz #8.

Outcome 5 - Method 2 - Result

MGT 5338: Summary statistics for outcome 5 for Fall 2015

	MSHRM students		non-MSHRM students		TOTAL	
	Raw #	%	Raw #	%	Raw #	%
Exceeds	8	88.89	8	80.00	16	84.21
Meets	0	0	1	10.00	1	5.26
Failed to meet	1	11.11	1	10.00	2	10.53
Total	9	100.00	10	100.00	19	100.00

Percentage of MSHRM students who met or exceeded expectations: 88.89%

Percentage of non-MSHRM students who met or exceeded expectations: 90.00%

Percentage of ALL students who met or exceeded expectations: **89.47%**

Comments on what went well and what went poorly in the Fall 2015 Assessment: Students did not respond quite as well to this course content. While they appeared very motivated to learn as demonstrated by class attendance which was quite good, they appeared to struggle a bit in connecting training and development to recruitment and selection. Greater emphasis on this connection is needed in future classes. Additionally, students initially appeared to struggle on the fill-in-the-blank chapter quizzes. The addition of a word list for each quiz, while lengthy, proved to be helpful to the students in stimulating their memories. The use of a word list for chapter quizzes will continue.

Overall Results for the Year for Outcome 5: In **MGT 5338** for the entire academic year of 2015-2016, **89.47%** of ALL students met or exceeded the standards for this learning outcome, thus **achieving** the performance expectations goal for learning outcome # 5.

Comments on this year's report and the action plan for next year: For the Fall semester of 2015, 89.47% of all students met or exceeded the standards for this objective thereby achieving the performance expectations for MGT 5338. The grades appear comparable between the MSHRM and non-MSHRM students. However, one MSHRM student struggled on Quiz #8 and one non-MSHRM student struggled exam #2. Very minor changes to this assessment will be undertaken next year. The five items on exam #2 will be reviewed and five additional items will be added. I believe the use of ten items for this exam will provide a more thorough assessment of student learning. No changes to quiz #8 are anticipated.

Outcome 6

Category: Student Learning Outcome

Students will demonstrate knowledge of international human resource management programs and policies and how such programs and policies affect other functional areas of human resource management.

The **standards** of performance for the methods below are:

- Scores of 90% correct or better will indicate that the student exceeds expectations
- Scores greater than 80% correct but less than 90% correct will indicate that the student meets expectations
- Scores less than 80% correct will indicate that the student failed to meet expectations.

It is **expected**, by each professor, that 80% of students enrolled in the course during the academic year will meet or exceed the standards on each learning outcome.

Outcome 6 - Method 1

1. Assessed in MGT 5338 (HR Development) with five items from major exam #3 as well as three items from chapter reading quiz #15.

Outcome 6 - Method 1 - Result

MGT 5338: Summary statistics for outcome 6 for Fall 2015

	MSHRM students		non-MSHRM students		TOTAL	
	Raw #	%	Raw #	%	Raw #	%
Exceeds	9	100.00	8	80.00	17	89.47
Meets	0	0	1	10.00	1	5.26
Failed to meet	0	0	1	10.00	1	5.26
Total	9	100.00	10	100.00	19	100.00

Percentage of MSHRM students who met or exceeded expectations: **100.00%**

Percentage of non-MSHRM students who met or exceeded expectations: **90.00%**

Percentage of ALL students who met or exceeded expectations: **94.74%**

Comments on what went well and what went poorly in the Fall 2015 Assessment: The percentage of all students who met or exceeded expectations for this objective is lower than the actual percentage due to the fact that two students were not present for quiz #15. It is the policy of this class to drop the lowest three quiz grades and, as a result, only one of the two students was penalized resulting in a zero for this quiz in his grade book. This is reflected in the *Assessment results* tables for MSHRM and non-MSHRM students. Penalizing the student for his absence in this way did serve to artificially lower the class's overall performance on this objective. In general, students responded well to this course content. While they appeared very motivated to learn as demonstrated by class attendance which was quite good, as demonstrated on exam #3 a few students may have struggled a bit in connecting training and development to international human resource programs. Additional emphasis on this connection in future classes may be necessary.

Overall Results for the Year for Outcome 6: In **MGT 5338** for the entire academic year of 2015-2016, **94.74%** of ALL students met or exceeded the standards for this learning outcome, thus **achieving** the performance expectations goal for learning outcome # 6.

Comments on this year's report and the action plan for next year: For the Fall semester of 2015, 94.74% of all students met or exceeded the standards for this objective thereby achieving the performance expectations for MGT 5338. The MSHRM students appeared to perform slightly worse on exam #3 than their non-MSHRM counterparts. Very minor changes to this assessment will be undertaken next year. The five items on exam #3 will be reviewed and five additional items will be added. I believe the use of ten items for this exam will provide a more thorough assessment of student learning. No changes to quiz #15 are anticipated.

Outcome 6 - Method 2

1. Assessed in MGT 5339 (International HR) with one or more essay questions embedded into the mid-term exam. The mid-term exam is worth 25 percent of students' final grades. Students will have to (individually) demonstrate understanding of 1) international human resource management programs and policies and 2) how such programs and policies affect other functional areas of human resource management. A scoring rubric will be used.

Outcome 6 - Method 2 - Result

MGT 5339: Summary statistics for outcome # 6 for Fall 2015

	MSHRM students		non-MSHRM students		TOTAL	
	Raw #	%	Raw #	%	Raw #	%
Exceeds	n/a	n/a	9	90%	9	90%
Meets			1	10%	1	10%
Failed to meet						
Total		100.00		100.00		100.00

Percentage of MSHRM students who met or exceeded expectations: N/A

Percentage of non-MSHRM students who met or exceeded expectations: 100%

Percentage of ALL students who met or exceeded expectations: **100%**

Comments on what went well and what went poorly in the Fall 2015 Assessment: There were not MSHRM students enrolled in this course this year. However, regardless of major, the non-MSHRM students understood how international human resource management relates to different functional areas. Next time the course is taught, the exam questions related to Outcome 6 will be reviewed and if necessary, refined.

Overall Results for the Year for Outcome # 6: In **MGT 5339** for the fall of 2015-2016, 100% of the non-MSHRM students met or exceeded the standards for this learning outcome, thus **achieving** the performance expectations goal for learning outcome #6.

Comments on this year's report and the action plan for next year: The course was very well received with 100% of students meeting or exceeding expectations. This successful outcome can be attributed to student talent and motivation, and the fact that the course was redesigned this semester to be more thorough with regard to IHRM topic coverage, applied and engaging in nature. The design of the course will be kept essentially the same for the short-term, making additional refinements and updates on an as-needed basis.

Outcome 7

The academic program will promote and realize gains in student success.

Outcome 7 - Method 1

Student retention success will be measured by observing one year retention rates of students enrolled in the academic program from their first to second year. Data will be obtained from the university's certified enrollment records at the end of the fall semester. Rates of retention success will be expected to be at or above the university average for this level of program.

Outcome 7 - Method 1 - Result

The number of entering students enrolled in the academic program who returned the second year provided the data to assess retention. In this program, 1 of the 2 entering students in fall of 2014 returned for their second year in fall of 2015 for a one year retention rate of 50.0%, below the university average of **77.8%** and not meeting the expected target. The 2015-2016 retention rate was lower than the 66.7% retention rate in 2014-2015 showing a lack of improvement.

Outcome 7 - Method 2

Student graduation success will be measured by observing the number of graduates from the academic program in during the fall, spring, and summer semesters and comparing the number of graduates to the number of students enrolled in the program. Data will be obtained from the university's certified enrollment records for the fall, spring, and summer semesters. The number of graduates is expected to be at or above the university rate of graduation for this level of program.

Outcome 7 - Method 2 - Result

The number of students graduating from the degree program during the 2015-2016 fall, spring, and summer semesters along with the total number of students enrolled in the program provided the data to assess student graduation success. In this program, 3 of the 9 students enrolled in the program graduated in the fall, spring, and summer semesters for a graduation percentage of 33.3%, below the university master's average of 37.5% and not meeting the expected target. The percentage of graduates in 2015-2016 fell below the xx.x% of graduates in 2014-2015 showing a decline.

Outcome 8

The academic program will promote and realize diversity among its student population.

Outcome 8 - Method 1

Student gender diversity will be measured by reviewing the number and percentage of male and female students enrolled in the academic program during the fall, spring, and summer semesters. Data will be obtained from the university's certified enrollment records at the end of the fall semester. Student gender diversity will be expected to be balanced (50/50).

Outcome 8 - Method 1 - Result

The number male verses female student enrolled in the academic program during the 2015 fall semester provided the gender data. In this program, 8 of the 9 students or 88.88% were female while 1 of the students or 11.12% were male providing an imbalanced gender distribution and not meeting the expected target. The percentage of female and male student in 2014-2015 was 77.8% and 22.2% respectively; thus, the male-female ratio has become less balanced in 2015-2016.

Outcome 8 - Method 2

Student racial and ethnic diversity will be measured by observing race and ethnicity of students enrolled in the academic program during the fall, spring, and summer semesters. Data will be obtained from the university's certified enrollment records at the end of the fall semester. Student racial and ethnic diversity will be expected to mirror percentages in the population of the state of Texas.

Outcome 8 - Method 2 - Result

The number students of various ethnic backgrounds enrolled in the academic program during the 2015-2016 fall semester provided the data to assess ethnic and racial diversity. In this program, 1 of the 9 students or 11.1% (compared to 11.1% in 2014-2015) were African-American; 1 of the 9 students or 11.1% (compared to 11.1% in 2014-2015) were Hispanic; 6 of the 9 students or 66.7% (compared to 66.7% in 2014-2015) were White, non-Hispanic; 1 of the 9 students or 11.1% (compared to 11.1% in 2014-2015) were of other minority or unknown backgrounds; 0 of the 9 students or 0.0% (compared to 0.0% in 2014-2015) were of non-resident International students. During 2015-2016, other Emerging Research Universities in the state of Texas had populations consisting of 9.9% African American, 31.4% Hispanic, 35.7% White, non-Hispanic, 13.3% other minority or unknown background, and 9.7% non-resident International students. Thus, the data for this program indicate students represent a racial and ethnic diversity distribution unlike that of other Texas Emerging Research Universities, also indicating that the program is not meeting the expected target. Compared to 2014-2015, the student population in 2015-2016 appears to represent a more diverse background.

Approval History**Approval History Event**

Outcomes Approved Level 1
 Outcomes Approved Level 2
 Results Approved Level 1
 Results Approved Level 2

Approver

Paula Rechner (pr12)
 Denise Smart (ds37)
 Paula Rechner (pr12)
 Denise Smart (ds37)