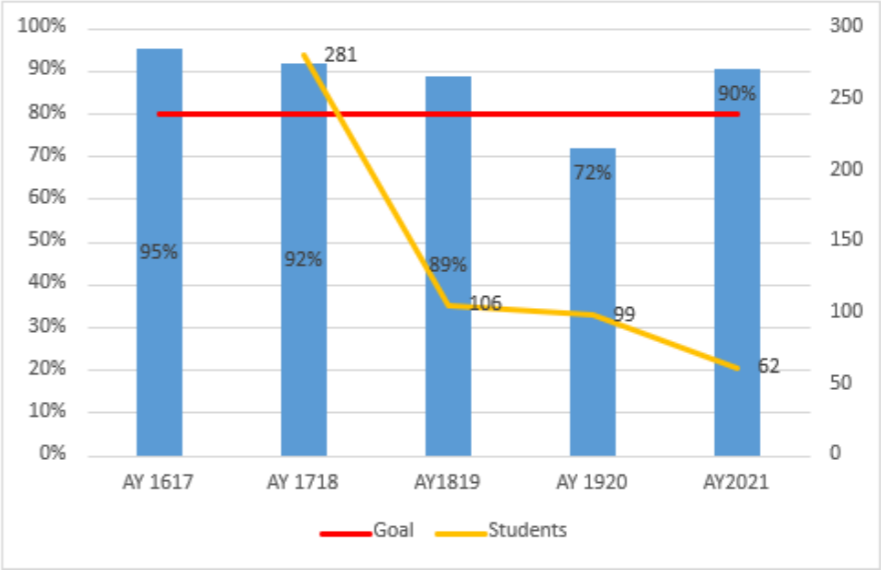


Standard #4 Measurement and Analysis of Student Learning and Performance

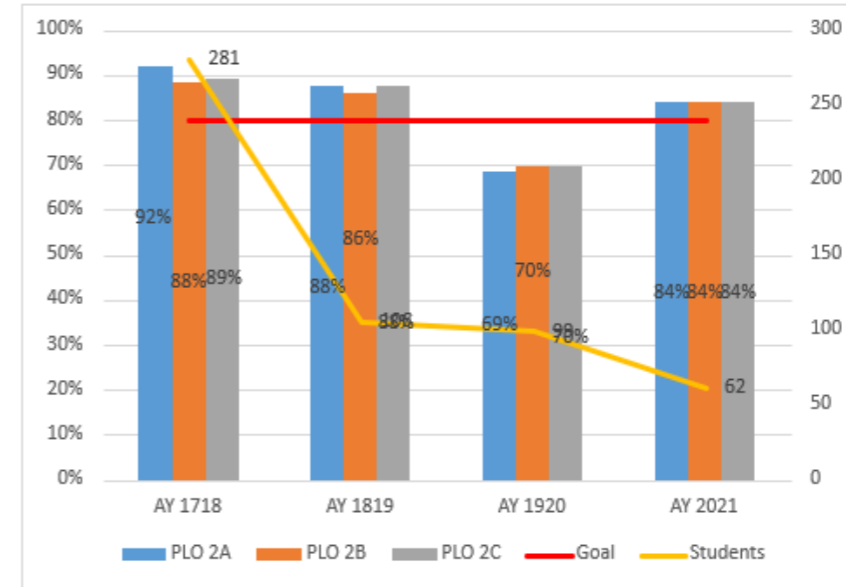
Student Learning Results	PLO 1: Students will be able to explain the important terminology, facts, concepts, principles, analytic techniques and theories used in human resources management.																						
		Analysis of Results																					
Performance Measure	What is your measurement instrument or process?	Current Results	Analysis of Results	Action Taken or Improvement made	Insert Graphs or Tables of Resulting Trends (3-5 data points preferred)																		
The goal is for at least 80% of our students to achieve "Moderate" or "Good" results on the assessment case study and for consistency, we use the same measure for each learning outcome.	The instrument used is the new case study which is the final assignment in the capstone course, HRMG 6000, which is a direct, summative, and internal instrument.	We are pleased that our students showed an 18% increase over the previous year.	While one might suggest this is a dramatic increase over the previous year, we acknowledge that a portion of the increase may be due to Covid regulations regarding classroom learning loosening and student engagement in coursework may have increased as well.	The replacement of the final case with a more current case reflecting organizational issues that may resonate more with students could also have contributed to this increase in the learning outcome.	 <table border="1" style="margin: 10px auto; border-collapse: collapse;"> <caption>Performance Trends Data</caption> <thead> <tr> <th>Year</th> <th>Percentage of Students Meeting Goal</th> <th>Total Number of Students</th> </tr> </thead> <tbody> <tr> <td>AY 1617</td> <td>95%</td> <td>~280</td> </tr> <tr> <td>AY 1718</td> <td>92%</td> <td>281</td> </tr> <tr> <td>AY 1819</td> <td>89%</td> <td>106</td> </tr> <tr> <td>AY 1920</td> <td>72%</td> <td>99</td> </tr> <tr> <td>AY 2021</td> <td>90%</td> <td>62</td> </tr> </tbody> </table>	Year	Percentage of Students Meeting Goal	Total Number of Students	AY 1617	95%	~280	AY 1718	92%	281	AY 1819	89%	106	AY 1920	72%	99	AY 2021	90%	62
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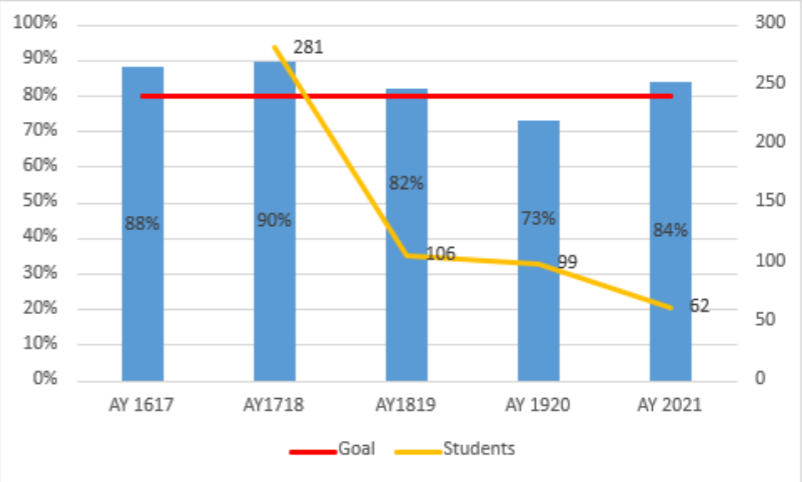
Student Learning Results	PLO 2: Students will be able to effectively apply important terminology, facts, concepts, principles, analytic techniques and theories used in human resources management when analyzing situations. 2a. Identifies important topics and issues; 2b. Identifies and correctly applies relevant concepts and theories in the analysis; 2c. Supports conclusions or claims with relevant facts and sound reasoning.
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		Analysis of Results			
Performance Measure	What is your measurement instrument or process?	Current Results	Analysis of Results	Action Taken or Improvement made	Insert Graphs or Tables of Resulting Trends (3-5 data points preferred)

<p>The goal is for at least 80% of our students to achieve "Moderate" or "Good" results on the assessment case study and for consistency, we use the same measure for each learning outcome.</p>	<p>The instrument used is the new case study which is the final assignment in the capstone course, HRMG 6000, which is a direct, summative, and internal instrument.</p>	<p>The results for each of the three sub-learning outcomes were each 84%, which significantly higher than those obtained the previous year (69%, 70% and 71%).</p>	<p>While our results were over the goal of reaching 80% for each sub-learning outcome, it is noted that the results are lower when compared to the years prior to Covid. Thus, while it is true that we reached the minimum goal that we set, we need to work to get back to the 90% range.</p>	<p>The first sub-learning outcome showed a 15% improvement over the previous year, the second showed a 14% improvement, and the third sub-learning outcome showed a 13% increase over the previous academic year.</p>
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Standard #4 Measurement and Analysis of Student Learning and Performance

Student Learning Results	PLO 3: Students will be able to effectively integrate important facts, concepts, principles and theories used in human resources management when developing solutions or analyzing situations.																						
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Performance Measure	What is your measurement instrument or process?	Current Results	Analysis of Results	Action Taken or Improvement made	Insert Graphs or Tables of Resulting Trends (3-5 data points preferred)																		
The goal is for at least 80% of our students to achieve "Moderate" or "Good" results on the assessment case study and for consistency, we use the same measure for each learning outcome.	The instrument used is the new case study which is the final assignment in the capstone course, HRMG 6000, which is a direct, summative, and internal instrument.	The results of this learning outcome showed that 84% of the students achieved either "moderate" or "good" results.	Compared to the previous academic year, we see an 11% increase which is significant. However, we are aiming toward achieving the same higher level seen in previous academic years.	To address what has been mentioned several times in this report with respect to increasing the number of students who achieve either "moderate" or "good", a comprehensive year-long review of the entire HRMG program was completed in 2021. At the same time, a newly formed HRMG advisory council was identified and has begun meeting in order to determine whether any key aspects of industry trends should be added to the curriculum. With respect to course offerings, we are in the process of proposing the addition of a Data Analytics course as well as adding DEI content to several current courses.	 <table border="1" style="margin: 10px auto; border-collapse: collapse;"> <caption>Student Performance Trends (AY 1617 - AY 2021)</caption> <thead> <tr> <th>Academic Year</th> <th>Percentage of Students (Moderate/Good)</th> <th>Total Number of Students</th> </tr> </thead> <tbody> <tr> <td>AY 1617</td> <td>88%</td> <td>~250</td> </tr> <tr> <td>AY 1718</td> <td>90%</td> <td>281</td> </tr> <tr> <td>AY 1819</td> <td>82%</td> <td>106</td> </tr> <tr> <td>AY 1920</td> <td>73%</td> <td>99</td> </tr> <tr> <td>AY 2021</td> <td>84%</td> <td>62</td> </tr> </tbody> </table>	Academic Year	Percentage of Students (Moderate/Good)	Total Number of Students	AY 1617	88%	~250	AY 1718	90%	281	AY 1819	82%	106	AY 1920	73%	99	AY 2021	84%	62
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