

**BACHELOR OF ARTS IN HUMAN RESOURCES MANAGEMENT: ANNUAL ASSESSMENT PLAN & FINDINGS
2012-2013 ACADEMIC YEAR**

2012 – 2013 CURRICULUM MAP

	PLO 1	PLO 2	PLO 3	PLO 4	PLO 5
	Evaluate internal and external organizational environments and the impact of their interrelationships on human resource functions.	Analyze the process of job analysis, staffing, appraisal and compensation, training, career planning, and organizational development.	Examine the interaction among management, labor, and labor law.	Assess and develop methods designed to prevent employer liability and labor relation issues (antidiscrimination statutes, employee and labor relations, union and non-union environment issues.	Analyze the ethical, legal, and safety challenges faced in the workplace.
<i>MGT 330: Management for Organizations</i>	I		I		
<i>BUS 303: Human Resources Management</i>	R	I	I		I
<i>BUS 318: Organizational Behavior</i>	R		I		
<i>ECO 204: Principles of Microeconomics</i>	R	R			
<i>MGT 435: Organizational Change</i>	R	R	R		
<i>ACC 205: Principles of Accounting</i>	R				R
<i>BUS 311: Business Law I</i>				I	
<i>BUS 330: Principles of Marketing</i>		R			
<i>BUS 370: Organizational Development</i>	R	R		R	R
<i>BUS 372: Employee and Labor Relations</i>			R	R	R

<i>BUS 375: Employee Training</i>			R		R
<i>PHI 445: Personal and Organizational Ethics</i>				R	M
<i>BUS 401: Principles of Finance</i>	R				
<i>BUS 434: Compensation and Benefits Management</i>		M			
<i>MGT 490: Strategic Human Resources Planning</i>	M	M	M	M	M

I (INTRODUCED) R (REINFORCED) M (MASTERED)

ANNUAL ASSESSMENT PLAN FINDINGS					
PLO 1 - Evaluate internal and external organizational environments and the impact of their interrelationships on human resource functions.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA

<p>Direct Measure 1: CPC Comprehensive Exam - Business Integration and Strategic Management Section</p>	<p>BA Human Resources Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Integration and Strategic Management section of the CPC comprehensive exam when compared to other competitive programs.</p>	<p>N/A</p>	<p>289</p>	<p>On average, BA Human Resources Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the Traditional Aggregate Pool on the Business Integration and Strategic Management section of the Common Professional Component comprehensive exam.</p>	<p>2. MEETS THE ACCEPTABLE TARGET</p>
<p>Direct Measure 2: CPC Comprehensive Exam-Score</p>	<p>90% of BA Human Resources Management students must score 400 or higher on the CPC comprehensive exam.</p>	<p>272</p>	<p>289</p>	<p>272 out of 289 (94.11%) BA Human Resources Management students sampled from July 1, 2012 to June 30, 2013 scored 400 or higher on the CPC</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				comprehensive exam (Mean = 543.85, Standard Deviation = 93.94).	
Direct Measure 3: MGT 490 Final Project	70% of BA Human Resources Management students must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	726	765	726 out of 765 (94.90%) BA Human Resources Management records evaluated indicate basic, proficient, or distinguished performance on the MGT 490 Final Paper rubric content criteria mapped at any level to PLO 1.	1. EXCEEDS THE ACCEPTABLE TARGET
Indirect Measure 1: Alumni Survey - 21 Months Since Graduation	70% or more of the Ashford University alumni surveyed will indicate either “Yes - To a Great Extent” or “Yes – To Some Extent” to the following statement: • (#6) – Are you currently using your Ashford degree in a related occupation? 70% or more of the Ashford University alumni surveyed will indicate either “Agree” or “Strongly Agree” to the following statements:	N/A	N/A	As the data reflect fewer than 10 BA Human Resources Management alumni respondents at the 21 and 37 months after graduation threshold, findings will not be reported for the	4. INSUFFICIENT DATA

	<ul style="list-style-type: none"> • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals. 			2012-13 assessment cycle.	
Indirect Measure 2: Alumni Survey - 37 Months Since Graduation	<p>70% or more of the Ashford University alumni surveyed will indicate either “Yes - To a Great Extent” or “Yes – To Some Extent” to the following statement:</p> <ul style="list-style-type: none"> • (#6) – Are you currently using your Ashford degree in a related occupation? <p>70% or more of the Ashford University alumni surveyed will indicate either “Agree” or “Strongly Agree” to the following statements:</p> <ul style="list-style-type: none"> • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals. 	N/A	N/A	As the data reflect fewer than 10 BA Human Resources Management alumni respondents at the 21 and 37 months after graduation threshold, findings will not be reported for the 2012-13 assessment cycle.	4. INSUFFICIENT DATA
Indirect Measure 3: Alumni Survey - Aggregate of 21 and 37 Months Since Graduation	<p>70% or more of the Ashford University alumni surveyed will indicate either “Yes - To a Great Extent” or “Yes – To Some Extent” to the following statement:</p>	N/A	N/A	As the data reflect fewer than 10 BA Human Resources Management alumni respondents at	4. INSUFFICIENT DATA

	<ul style="list-style-type: none"> • (#6) – Are you currently using your Ashford degree in a related occupation? <p>70% or more of the Ashford University alumni surveyed will indicate either “Agree” or “Strongly Agree” to the following statements:</p> <ul style="list-style-type: none"> • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals. 			the 21 and 37 months after graduation threshold, findings will not be reported for the 2012-13 assessment cycle.	
Indirect Measure 4: End of Course Survey	<p>70% or more of students will express satisfaction on the End-of-Course survey for each course aligned with mastery of a program outcome by indicating either “High Quality” or “Very High Quality.” The three questions used to gauge student satisfaction include:</p> <ul style="list-style-type: none"> • How would you rate the quality of the course material? • How would you rate the quality of the course? • How would you rate the quality of the instructor? 	64/64/68	69	A majority of BA Human Resources Management students sampled upon completion of MGT 490 (N = 69) indicated that they felt the course material (92.75%), course (92.75%), and instructor (92.76%) were high quality or very high quality.	1. EXCEEDS THE ACCEPTABLE TARGET

<p>Indirect Measure 5: End of Program Survey</p>	<p>70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either “Agree” or “Strongly Agree.” The five items used will be:</p> <ul style="list-style-type: none"> • The courses I took in the business department were well taught. • The curriculum was relevant to my professional needs. • Feedback from faculty assessment was shared with students. • The instructors had the competencies to effectively teach the courses. • My instructors were prepared. 	<p>236/248/159/241/241</p>	<p>274</p>	<p>86.13% of BA Human Resources Management students upon completion of the program during the 2012-13 assessment cycle indicated that they agreed or strongly agreed that the courses they took in the business department were well taught. 90.51% agreed or strongly agreed that the curriculum was relevant to their professional needs. 58.03% agreed or strongly agreed that feedback from faculty assessment was shared with students. 87.96% agreed or strongly agreed that the</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
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				instructors had the competencies to effectively teach the courses. 87.96% agreed or disagreed that their instructors were prepared.	
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PLO 2 - Analyze the process of job analysis, staffing, appraisal and compensation, training, career planning, and organizational development.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure 1: CPC Comprehensive Exam - Business Leadership Section	BA Human Resources Management students, on average, must score at or above the average in the Peregrine Academic Services (PAS) Online Campus and Traditional Campus Aggregate Pools related to the Business Leadership section of the CPC comprehensive exam when compared to other competitive programs.	N/A	289	On average, BA Human Resources Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the Traditional	3. DOES NOT MEET THE ACCEPTABLE TARGET

				Aggregate Pool on the Business Leadership section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% of BA Human Resources Management students must score 400 or higher on the CPC comprehensive exam.	272	289	272 out of 289 (94.11%) BA Human Resources Management students sampled from July 1, 2012 to June 30, 2013 scored 400 or higher on the CPC comprehensive exam (Mean = 543.85, Standard Deviation = 93.94).	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS 434 Final Project	70% of BA Human Resources Management students must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	1029	1112	1,029 out of 1,112 (92.53%) BA Human Resources Management records evaluated indicate basic, proficient, or distinguished performance on	1. EXCEEDS THE ACCEPTABLE TARGET

				the BUS 434 Final Paper rubric content criteria mapped at any level to PLO 2.	
Indirect Measure 1: Alumni Survey - 21 Months Since Graduation	<p>70% or more of the Ashford University alumni surveyed will indicate either “Yes - To a Great Extent” or “Yes – To Some Extent” to the following statement:</p> <ul style="list-style-type: none"> • (#6) – Are you currently using your Ashford degree in a related occupation? <p>70% or more of the Ashford University alumni surveyed will indicate either “Agree” or “Strongly Agree” to the following statements:</p> <ul style="list-style-type: none"> • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals. 	N/A	N/A	As the data reflect fewer than 10 BA Human Resources Management alumni respondents at the 21 and 37 months after graduation threshold, findings will not be reported for the 2012-13 assessment cycle.	4. INSUFFICIENT DATA
Indirect Measure 2: Alumni Survey - 37 Months Since Graduation	<p>70% or more of the Ashford University alumni surveyed will indicate either “Yes - To a Great Extent” or “Yes – To Some Extent” to the following statement:</p> <ul style="list-style-type: none"> • (#6) – Are you currently using your Ashford degree in a related occupation? 	N/A	N/A	As the data reflect fewer than 10 BA Human Resources Management alumni respondents at the 21 and 37 months after	4. INSUFFICIENT DATA

	<p>70% or more of the Ashford University alumni surveyed will indicate either “Agree” or “Strongly Agree” to the following statements:</p> <ul style="list-style-type: none"> • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals. 			<p>graduation threshold, findings will not be reported for the 2012-13 assessment cycle.</p>	
<p>Indirect Measure 3: Alumni Survey - Aggregate of 21 and 37 Months Since Graduation</p>	<p>70% or more of the Ashford University alumni surveyed will indicate either “Yes - To a Great Extent” or “Yes – To Some Extent” to the following statement:</p> <ul style="list-style-type: none"> • (#6) – Are you currently using your Ashford degree in a related occupation? <p>70% or more of the Ashford University alumni surveyed will indicate either “Agree” or “Strongly Agree” to the following statements:</p> <ul style="list-style-type: none"> • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals. 	N/A	N/A	<p>As the data reflect fewer than 10 BA Human Resources Management alumni respondents at the 21 and 37 months after graduation threshold, findings will not be reported for the 2012-13 assessment cycle.</p>	<p>4. INSUFFICIENT DATA</p>

<p>Indirect Measure 4: End of Course Survey</p>	<p>70% or more of students will express satisfaction on the End-of-Course survey for each course aligned with mastery of a program outcome by indicating either “High Quality” or “Very High Quality.” The three questions used to gauge student satisfaction include:</p> <ul style="list-style-type: none"> • How would you rate the quality of the course material? • How would you rate the quality of the course? • How would you rate the quality of the instructor? 	<p>63/66/67</p>	<p>75</p>	<p>A majority of BA Human Resources Management students sampled upon completion of BUS 434 (N = 75) indicated that they felt the course material (84.00%), course (88.00%), and instructor (89.34%) were high quality or very high quality.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<p>Indirect Measure 5: End of Program Survey</p>	<p>70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either “Agree” or “Strongly Agree.” The five items used will be:</p> <ul style="list-style-type: none"> • The courses I took in the business department were well taught. • The curriculum was relevant to my professional needs. • Feedback from faculty assessment was shared with students. • The instructors had the competencies to effectively teach the courses. • My instructors were prepared. 	<p>236/248/159/241/241</p>	<p>274</p>	<p>86.13% of BA Human Resources Management students upon completion of the program during the 2012-13 assessment cycle indicated that they agreed or strongly agreed that the courses they took in the business department were well taught.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				90.51% agreed or strongly agreed that the curriculum was relevant to their professional needs. 58.03% agreed or strongly agreed that feedback from faculty assessment was shared with students. 87.96% agreed or strongly agreed that the instructors had the competencies to effectively teach the courses. 87.96% agreed or disagreed that their instructors were prepared.	
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PLO 3 - Examine the interaction among management, labor, and labor law.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure 1: CPC Comprehensive Exam – Management Section	100% (of the sample selected) score at or above the average in the PAS “Online Campus” and “Traditional Campus” Aggregate Pools related to the Management section of the CPC comprehensive exam when compared to other competitive programs.	N/A	289	On average, BA Human Resources Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the Traditional Aggregate Pool on	2. MEETS THE ACCEPTABLE TARGET

				the Management section of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% of BA Human Resources Management students must score 400 or higher on the CPC comprehensive exam.	272	289	272 out of 289 (94.11%) BA Human Resources Management students sampled from July 1, 2012 to June 30, 2013 scored 400 or higher on the CPC comprehensive exam (Mean = 543.85, Standard Deviation = 93.94).	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS 372 Final Project	70% of BA Human Resources Management students must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	1213	1276	1,213 out of 1,276 (95.06%) BA Human Resources Management records evaluated indicate basic, proficient, or distinguished performance on the BUS 372 Final	1. EXCEEDS THE ACCEPTABLE TARGET

				Paper rubric content criteria mapped at any level to PLO 3.	
Indirect Measure 1: Alumni Survey - 21 Months Since Graduation	<p>70% or more of the Ashford University alumni surveyed will indicate either “Yes - To a Great Extent” or “Yes – To Some Extent” to the following statement:</p> <ul style="list-style-type: none"> • (#6) – Are you currently using your Ashford degree in a related occupation? <p>70% or more of the Ashford University alumni surveyed will indicate either “Agree” or “Strongly Agree” to the following statements:</p> <ul style="list-style-type: none"> • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals. 	N/A	N/A	As the data reflect fewer than 10 BA Human Resources Management alumni respondents at the 21 and 37 months after graduation threshold, findings will not be reported for the 2012-13 assessment cycle.	4. INSUFFICIENT DATA
Indirect Measure 2: Alumni Survey - 37 Months Since Graduation	<p>70% or more of the Ashford University alumni surveyed will indicate either “Yes - To a Great Extent” or “Yes – To Some Extent” to the following statement:</p> <ul style="list-style-type: none"> • (#6) – Are you currently using your Ashford degree in a related occupation? 	N/A	N/A	As the data reflect fewer than 10 BA Human Resources Management alumni respondents at the 21 and 37 months after graduation	4. INSUFFICIENT DATA

	<p>70% or more of the Ashford University alumni surveyed will indicate either “Agree” or “Strongly Agree” to the following statements:</p> <ul style="list-style-type: none"> • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals. 			<p>threshold, findings will not be reported for the 2012-13 assessment cycle.</p>	
<p>Indirect Measure 3: Alumni Survey - Aggregate of 21 and 37 Months Since Graduation</p>	<p>70% or more of the Ashford University alumni surveyed will indicate either “Yes - To a Great Extent” or “Yes – To Some Extent” to the following statement:</p> <ul style="list-style-type: none"> • (#6) – Are you currently using your Ashford degree in a related occupation? <p>70% or more of the Ashford University alumni surveyed will indicate either “Agree” or “Strongly Agree” to the following statements:</p> <ul style="list-style-type: none"> • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals. 	N/A	N/A	<p>As the data reflect fewer than 10 BA Human Resources Management alumni respondents at the 21 and 37 months after graduation threshold, findings will not be reported for the 2012-13 assessment cycle.</p>	<p>4. INSUFFICIENT DATA</p>

<p>Indirect Measure 4: End of Course Survey</p>	<p>70% or more of students will express satisfaction on the End-of-Course survey for each course aligned with mastery of a program outcome by indicating either “High Quality” or “Very High Quality.” The three questions used to gauge student satisfaction include:</p> <ul style="list-style-type: none"> • How would you rate the quality of the course material? • How would you rate the quality of the course? • How would you rate the quality of the instructor? 	<p>62/68/67</p>	<p>73</p>	<p>A majority of BA Human Resources Management students sampled upon completion of BUS 372 (N = 73) indicated that they felt the course material (84.93%), course (93.15%), and instructor (91.83%) were high quality or very high quality.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<p>Indirect Measure 5: End of Program Survey</p>	<p>70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either “Agree” or “Strongly Agree.” The five items used will be:</p> <ul style="list-style-type: none"> • The courses I took in the business department were well taught. • The curriculum was relevant to my professional needs. • Feedback from faculty assessment was shared with students. • The instructors had the competencies to effectively teach the courses. • My instructors were prepared. 	<p>236/248/159/241/241</p>	<p>274</p>	<p>86.13% of BA Human Resources Management students upon completion of the program during the 2012-13 assessment cycle indicated that they agreed or strongly agreed that the courses they took in the business department were well taught.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				90.51% agreed or strongly agreed that the curriculum was relevant to their professional needs. 58.03% agreed or strongly agreed that feedback from faculty assessment was shared with students. 87.96% agreed or strongly agreed that the instructors had the competencies to effectively teach the courses. 87.96% agreed or disagreed that their instructors were prepared.	
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PLO 4 - Assess and develop methods designed to prevent employer liability and labor relation issues (antidiscrimination statutes, employee and labor relations, union and non-union environment issues.

MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA
Direct Measure 1: CPC Comprehensive Exam – Global Dimensions of Business Section	BA Human Resource Management students, on average, must score at or above the average in the PAS “Online Campus” and “Traditional Campus” Aggregate Pools related to the Global Dimensions of Business section of the CPC comprehensive exam when compared to other competitive programs.	N/A	289	On average, BA Human Resources Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the Traditional Aggregate Pool on the Global Dimensions of Business section	3. DOES NOT MEET THE ACCEPTABLE TARGET

				of the Common Professional Component comprehensive exam.	
Direct Measure 2: CPC Comprehensive Exam-Score	90% of BA Human Resources Management students must score 400 or higher on the CPC comprehensive exam.	272	289	272 out of 289 (94.11%) BA Human Resources Management students sampled from July 1, 2012 to June 30, 2013 scored 400 or higher on the CPC comprehensive exam (Mean = 543.85, Standard Deviation = 93.94).	1. EXCEEDS THE ACCEPTABLE TARGET
Direct Measure 3: BUS370 Final Paper	80% of BA Human Resources Management students must score 70% or higher on the research paper and demonstrate an ability to assess and develop methods designed to prevent employer liability and labor relation issues (anti-discrimination statutes, employee and labor relations, union and non-union environment issues).	312	348	312 out of 348 (89.65%) BA Human Resources Management students from courses with start dates between July 3, 2012 and June 25, 2013 scored 70% or higher on BUS 370	1. EXCEEDS THE ACCEPTABLE TARGET

				Week Three Assignment.	
Indirect Measure 1: Alumni Survey - 21 Months Since Graduation	<p>70% or more of the Ashford University alumni surveyed will indicate either “Yes - To a Great Extent” or “Yes – To Some Extent” to the following statement:</p> <ul style="list-style-type: none"> • (#6) – Are you currently using your Ashford degree in a related occupation? <p>70% or more of the Ashford University alumni surveyed will indicate either “Agree” or “Strongly Agree” to the following statements:</p> <ul style="list-style-type: none"> • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals. 	N/A	N/A	As the data reflect fewer than 10 BA Human Resources Management alumni respondents at the 21 and 37 months after graduation threshold, findings will not be reported for the 2012-13 assessment cycle.	4. INSUFFICIENT DATA
Indirect Measure 2: Alumni Survey - 37 Months Since Graduation	<p>70% or more of the Ashford University alumni surveyed will indicate either “Yes - To a Great Extent” or “Yes – To Some Extent” to the following statement:</p> <ul style="list-style-type: none"> • (#6) – Are you currently using your Ashford degree in a related occupation? <p>70% or more of the Ashford University alumni surveyed will indicate either</p>	N/A	N/A	As the data reflect fewer than 10 BA Human Resources Management alumni respondents at the 21 and 37 months after graduation threshold, findings will not be	4. INSUFFICIENT DATA

	<p>“Agree” or “Strongly Agree” to the following statements:</p> <ul style="list-style-type: none"> • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals. 			reported for the 2012-13 assessment cycle.	
<p>Indirect Measure 3: Alumni Survey - Aggregate of 21 and 37 Months Since Graduation</p>	<p>70% or more of the Ashford University alumni surveyed will indicate either “Yes - To a Great Extent” or “Yes – To Some Extent” to the following statement:</p> <ul style="list-style-type: none"> • (#6) – Are you currently using your Ashford degree in a related occupation? <p>70% or more of the Ashford University alumni surveyed will indicate either “Agree” or “Strongly Agree” to the following statements:</p> <ul style="list-style-type: none"> • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals. 	N/A	N/A	As the data reflect fewer than 10 BA Human Resources Management alumni respondents at the 21 and 37 months after graduation threshold, findings will not be reported for the 2012-13 assessment cycle.	4. INSUFFICIENT DATA
<p>Indirect Measure 4: End of Course Survey</p>	<p>70% or more of students will express satisfaction on the End-of-Course survey for each course aligned with mastery of a</p>	55/56/61	66	A majority of BA Human Resources Management	1. EXCEEDS THE ACCEPTABLE TARGET

	<p>program outcome by indicating either “High Quality” or “Very High Quality.” The three questions used to gauge student satisfaction include:</p> <ul style="list-style-type: none"> • How would you rate the quality of the course material? • How would you rate the quality of the course? • How would you rate the quality of the instructor? 			<p>students sampled upon completion of BUS 370 (N = 66) indicated that they felt the course material (83.32%), course (84.85%), and instructor (92.43%) were high quality or very high quality.</p>	
<p>Indirect Measure 5: End of Program Survey</p>	<p>70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either “Agree” or “Strongly Agree.” The five items used will be:</p> <ul style="list-style-type: none"> • The courses I took in the business department were well taught. • The curriculum was relevant to my professional needs. • Feedback from faculty assessment was shared with students. • The instructors had the competencies to effectively teach the courses. • My instructors were prepared. 	<p>236/248/159/241/241</p>	<p>274</p>	<p>86.13% of BA Human Resources Management students upon completion of the program during the 2012-13 assessment cycle indicated that they agreed or strongly agreed that the courses they took in the business department were well taught. 90.51% agreed or strongly agreed that the curriculum was</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				relevant to their professional needs. 58.03% agreed or strongly agreed that feedback from faculty assessment was shared with students. 87.96% agreed or strongly agreed that the instructors had the competencies to effectively teach the courses. 87.96% agreed or disagreed that their instructors were prepared.	
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PLO 5 - Analyze the ethical, legal, and safety challenges faced in the workplace.					
MEASURE	ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	TOTAL NUMBER OF STUDENT RECORDS OBSERVED	ASSESSMENT RESULTS: PERCENTAGE OF STUDENT RECORDS MEETING ACCEPTABLE TARGET	ASSESSMENT RESULTS: 1. EXCEEDS THE ACCEPTABLE TARGET 2. MEETS THE ACCEPTABLE TARGET 3. DOES NOT MEET THE ACCEPTABLE TARGET 4. INSUFFICIENT DATA

<p>Direct Measure 1: CPC Comprehensive Exam - Business Ethics Section</p>	<p>BA Human Resource Management students, on average, must score at or above the average in the PAS “Online Campus” and “Traditional Campus” Aggregate Pools related to the Business Ethics section of the CPC comprehensive exam when compared to other competitive programs.</p>	<p>N/A</p>	<p>289</p>	<p>On average, BA Human Resources Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the Traditional Aggregate Pool on the Business Ethics section of the Common Professional Component comprehensive exam.</p>	<p>2. MEETS THE ACCEPTABLE TARGET</p>
<p>Direct Measure 2: CPC Comprehensive Exam-Score</p>	<p>90% of BA Human Resources Management students must score 400 or higher on the CPC comprehensive exam.</p>	<p>272</p>	<p>289</p>	<p>272 out of 289 (94.11%) BA Human Resources Management students sampled from July 1, 2012 to June 30, 2013 scored 400 or higher on the CPC comprehensive exam (Mean = 543.85, Standard</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				Deviation = 93.94).	
Direct Measure 3: CPC Comprehensive Exam – Legal Environment of Business Section	BA Human Resource Management students, on average, must score at or above the average in the PAS “Online Campus” and “Traditional Campus” Aggregate Pools related to the Legal Environment of Business section of the CPC comprehensive exam when compared to other competitive programs.	N/A	289	On average, BA Human Resources Management students scored above the average of the Peregrine Academic Services Online Aggregate Pool, and above the average of the Traditional Aggregate Pool on the Legal Environment of Business section of the Common Professional Component comprehensive exam.	2. MEETS THE ACCEPTABLE TARGET
Direct Measure 4: BUS375 Final Project	70% of BA Human Resources Management students must receive a basic, proficient, or distinguished evaluation on relevant content criteria mapped to this PLO.	1159	1254	1,159 out of 1,254 (92.42%) BA Human Resources Management records evaluated indicate basic, proficient, or distinguished performance on	1. EXCEEDS THE ACCEPTABLE TARGET

				the BUS 375 Final Paper rubric content criteria mapped at any level to PLO 5.	
Indirect Measure 1: Alumni Survey - 21 Months Since Graduation	<p>70% or more of the Ashford University alumni surveyed will indicate either “Yes - To a Great Extent” or “Yes – To Some Extent” to the following statement:</p> <ul style="list-style-type: none"> • (#6) – Are you currently using your Ashford degree in a related occupation? <p>70% or more of the Ashford University alumni surveyed will indicate either “Agree” or “Strongly Agree” to the following statements:</p> <ul style="list-style-type: none"> • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals. 	N/A	N/A	As the data reflect fewer than 10 BA Human Resources Management alumni respondents at the 21 and 37 months after graduation threshold, findings will not be reported for the 2012-13 assessment cycle.	4. INSUFFICIENT DATA
Indirect Measure 2: Alumni Survey - 37 Months Since Graduation	<p>70% or more of the Ashford University alumni surveyed will indicate either “Yes - To a Great Extent” or “Yes – To Some Extent” to the following statement:</p> <ul style="list-style-type: none"> • (#6) – Are you currently using your Ashford degree in a related occupation? 	N/A	N/A	As the data reflect fewer than 10 BA Human Resources Management alumni respondents at the 21 and 37 months after	4. INSUFFICIENT DATA

	<p>70% or more of the Ashford University alumni surveyed will indicate either “Agree” or “Strongly Agree” to the following statements:</p> <ul style="list-style-type: none"> • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals. 			<p>graduation threshold, findings will not be reported for the 2012-13 assessment cycle.</p>	
<p>Indirect Measure 3: Alumni Survey - Aggregate of 21 and 37 Months Since Graduation</p>	<p>70% or more of the Ashford University alumni surveyed will indicate either “Yes - To a Great Extent” or “Yes – To Some Extent” to the following statement:</p> <ul style="list-style-type: none"> • (#6) – Are you currently using your Ashford degree in a related occupation? <p>70% or more of the Ashford University alumni surveyed will indicate either “Agree” or “Strongly Agree” to the following statements:</p> <ul style="list-style-type: none"> • (#16) – Earning my degree from Ashford University gives me the confidence to pursue new job opportunities. • (#17) – I believe that my Ashford degree was worth the time commitment required to fulfill my educational goals. 	N/A	N/A	<p>As the data reflect fewer than 10 BA Human Resources Management alumni respondents at the 21 and 37 months after graduation threshold, findings will not be reported for the 2012-13 assessment cycle.</p>	<p>4. INSUFFICIENT DATA</p>

<p>Indirect Measure 4: End of Course Survey</p>	<p>70% or more of students will express satisfaction on the End-of-Course survey for each course aligned with mastery of a program outcome by indicating either “High Quality” or “Very High Quality.” The three questions used to gauge student satisfaction include:</p> <ul style="list-style-type: none"> • How would you rate the quality of the course material? • How would you rate the quality of the course? • How would you rate the quality of the instructor? 	<p>68/69/65</p>	<p>75</p>	<p>A majority of BA Human Resources Management students sampled upon completion of BUS 375 (N = 75) indicated that they felt the course material (90.67%), course (92.00%), and instructor (86.66%) were high quality or very high quality.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>
<p>Indirect Measure 5: End of Program Survey</p>	<p>70% or more of students exiting the program will express satisfaction on the End of Program Survey by indicating either “Agree” or “Strongly Agree.” The five items used will be:</p> <ul style="list-style-type: none"> • The courses I took in the business department were well taught. • The curriculum was relevant to my professional needs. • Feedback from faculty assessment was shared with students. • The instructors had the competencies to effectively teach the courses. • My instructors were prepared. 	<p>236/248/159/241/241</p>	<p>274</p>	<p>86.13% of BA Human Resources Management students upon completion of the program during the 2012-13 assessment cycle indicated that they agreed or strongly agreed that the courses they took in the business department were well taught.</p>	<p>1. EXCEEDS THE ACCEPTABLE TARGET</p>

				90.51% agreed or strongly agreed that the curriculum was relevant to their professional needs. 58.03% agreed or strongly agreed that feedback from faculty assessment was shared with students. 87.96% agreed or strongly agreed that the instructors had the competencies to effectively teach the courses. 87.96% agreed or disagreed that their instructors were prepared.	
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OVERALL RECOMMENDATIONS

During the 2012-13 assessment cycle, BA Human Resources Management students met the acceptable targets for all assignment-based direct measures. In addition, BA Human Resources Management students consistently scored above the average of the Peregrine Academic Services Online and Traditional aggregate pool on sections of the CPC exam associated with specific PLOs and exceeded the acceptable and ideal targets set for the CPC exam score, overall.

Survey-based findings indicate favorable student opinions of their degree program, their instructors, and courses associated with mastery of a program learning outcome. However, students did not meet the acceptable target set for the End of Program Survey. Upon closer review, this appears to be related to one item, "Feedback from faculty assessments was shared with students," which only 58.03% of BA Human Resources Management students sampled upon completion of the program agreed or strongly agreed with. It may be beneficial for the Program Chair and Faculty of the Forbes School of Business to examine this item further.

Overall, it is recommended that Forbes School of Business Faculty review each program assessment plan (including measures used and targets set) in preparation for the 2013-14 assessment cycle. In particular, review targets set for assignments in courses using Waypoint, CPC Exam sections, and all survey measures to ensure that these targets remain appropriate and meaningful.

ANNUAL ASSESSMENT PLAN ACTION ITEM STATUS REPORT				
OUTCOME	MEASURE	KEY/RESPONSIBLE PERSONNEL	STATUS	ANTICIPATED DATE OF COMPLETION
<i>PLO4</i>	<i>The findings from the new chosen key assignment.</i>	<i>Academic Department Chair, Faculty</i>	<i>Complete</i>	<i>June 2014</i>
<i>Action Details</i>	<i>One area of opportunity is the choice of the BUS 370, Week 3 assignment as a key assignment for PLO 4. Students did not meet the ideal target for both the End of Course Survey Findings for BUS 370 and the Week 3 assignment.</i>			
<i>All PLOs</i>	<i>Update/Revised Curriculum Map and/or Assessment Plan</i>	<i>Academic Department Chair, Faculty</i>	<i>Complete</i>	<i>June 2014</i>
<i>Action Details</i>	<i>Review Mapping and Targets in the BA Human Resources Management Assessment Plan.</i>			