

OFFICE OF ASSESSMENT AND ACCREDITATION

GOAL ASSESSMENT REPORT: AY 06/07

MAJOR: Management CONCENTRATION: Human Resources Management

Section One: Describe all department activities with respect to improving student learning in the major. This may include new faculty hires, course revisions, assignment creation, rubric revisions, goal evaluations, etc.

Activity Statement:

Goals for the concentration were refined and intended outcomes/assessment criteria were revised. In addition, a rubric was created to accompany the “Case Analysis Guidelines” that have been used for student case analyses in MGT351: Managing Diversity in the Workplace. The rubric was derived directly from the “Guidelines.”

Section Two: Describe which program goal(s) in the Major Program Plan was assessed during the academic year.

Intended Outcome #2: Students will demonstrate the ability to manage problems and opportunities related to diverse workforces.

Assessment Criteria: Student performance on case study assignments in MGT 351. 80% of the final case assignments will achieve a grade of “B” or higher.

Results of Outcomes Activity:

<u>2006-2007</u>	<u>Met/Not Met</u>	<u>Data Details</u>
	Not Met	Only 56% of 63 students in MGT351 earned a B or higher on the final case assignment.

Section Three: Describe analysis of assessment data and action plans for upcoming academic year.

Analysis and Action Plans:

The “Case Analysis Guidelines” are included in the MGT351 syllabus. The new rubric was posted on the TU Portal for the course and was introduced to students on the first day of class. They were also reminded to review the guidelines and the rubric two class periods before the first case analysis was due. However, it appeared that a number of students neglected to review the guidelines and/or the rubric before writing either of the case analyses. In addition, the rubric was too rigid and didn’t allow the instructor the necessary flexibility in analyzing and grading some of the case papers.

Action Plan: The instructors of MGT351 will review and revise the grading rubric, building in some flexibility. In addition, the grading rubric will be included with the syllabus and will be more carefully reviewed, along with the case analysis guidelines, before each assignment is due.