

Revised Assessment Plan for the Human Resources and Adult Education (HRAE) Program

Mission:

The mission of the HRAE program is to provide graduate courses and mentoring to qualified students in order to prepare them to be professionals in the field of HRAE/OAED. Graduates will be able to design and conduct effective educational programs for adult learners in both formal and informal organizations.

Goal 1: To offer a flexible graduate program that prepares students to effectively plan and conduct programs for adults in diverse settings including formal organizations.

Objective 1: Graduates will be able to assess and present material to diverse audiences as well as facilitate the learning of self-directed adults.

Activity: Students will make presentations and facilitate the processes of group learning both in their courses and to extra mural audiences. Students will design presentations and training episodes.

Measurement: Did students present scholarly papers in classes or at national, regional or local conferences either while students at OSU or after completion of their programs. (Questions 11 & 12 in web survey).

Objective 2: Students will be able to demonstrate basic and current knowledge in the professional fields of Adult Education and Human Resource Development

Activity: Students will write scholarly papers using the latest library resources available in the field. Students will successfully pass qualifying exams demonstrating their knowledge of the field.

Measurement: Students will present scholarly papers to constituents outside the confines of the classroom. Students will critique the currency and depth of knowledge acquired in the graduate program in HRAE by submitting responses to a web-based questionnaire. (Questions 9, 10 & 11 in web survey)

Objective 3: With faculty guidance, students plan and conduct self-directed learning activities in their professional development programs.

Activity: Students will write reports of field studies, internships and independent investigations.

Measurement: Ask students how courses affected their career and helped them meet the demands of their current professional roles. (Questions 8, 9 in web survey).

Objective 4: Students apply knowledge from the classroom in creative ways in program settings or in research.

Activity: Students will design and conduct quality theses, dissertations and creative components.

Measurement: Ask graduates how satisfied they were with the process of research and writing the reports of their dissertations, theses, creative components or internships?

Objective 5: The HRAE program will develop a “research culture.”

Activity: Students and graduates join professional associations and present papers at local, state, regional, and national conferences. Faculty assists students and graduates in planning presentations, in conducting research projects, and in writing manuscripts, co-presenting and co-authoring with students.

Measurement:

1. Count the number of professional development activities in which faculty assisted students and graduates and the number of presentations and publications made by students. Identify perceptions of students concerning their feelings about the program’s contribution to their professional development. (questions 11,12,13 in the web survey)
2. Survey students to identify their contributions to the profession--e.g., attending conferences, publishing, continuing to use research. (questions 11,12,13 in the web survey)
3. Collect information about students’ professional achievements (question 8 & 9 in the web survey)

Goal 2: Graduates will be both satisfied with their graduate experience and will be able to apply their degrees in a professional setting.

Objective 1: Students and graduates will belong to professional associations, present at scholarly conferences; co-present with faculty and co-author with faculty.

Activity: Students and graduates join professional associations and present at local, state, regional, and national conferences. Faculty assists students and graduates in planning presentations, in conducting research projects, and in writing manuscripts and in co-presenting and co-authoring with students.

Measurement: Number of presentation and articles published. Assess number of students who belong to professional associations in their field (questions 11&12in the web survey).

Objective 2: Students and graduates will state what they liked best about the program.

Activity: Students and graduates will answer question number 14, 15 & 16 in the web-based survey.

Measurement: Students and graduates will respond to questions 14, 15 & 16 in the web-based survey.

Objective 3: Students and graduates will relate performance in the workplace to knowledge and skills they gained in the program.

Measurement: Students and graduates will respond to questions 8, 9, 10 in the web-based survey.