

Evaluation Report for Program Review Face to Face Meeting

University of Wisconsin-Whitewater: Human Resource Management (BBA) Majors and Minors, 2022-2023

Date: 2/13/2023

Invited: AVC Kristin Plessel; Dean Paul Ambrose (Business & Econ); Department Chair/Program Coordinator Kelly Delaney-Klinger; faculty and staff in the Human Resource Management program Joshua Knapp, Jon Werner, Uma Kedharnath; Audit & Review Team Chair Corey Davis; Assessment Representative Katy Casey

Overview of review team evaluation, program comments:

- a) Review team chair highlighted strengths of the program including 100% placement rate for program graduates. The course array is broad and covers a number of opportunities for High Impact Practices. Faculty are committed and working hard with a small number of staff members dedicated to the program. Concerns were noted in the report including staffing, and the review team questioned some aspects of program management and implementation of the assessment plan.
- b) The HRM program commented that the review process was helpful and collaborative- faculty and staff in the program felt it helped move them forward. In regards to the sustainability of the assessment plan- the program feels very confident in the process and ensures the entire program is engaged and the plan is documented in a way they can sustain.
 - i) The program shared discussions they had regarding the implementation of the assessment plan.

Discussion of Review Team's evaluation:

1 – The review team discussed the program's decision to increase the GPA for admission to upper division HRM courses. Please explain the decision-making process and impact on program enrollment.

- i) Program shared the rationale for this decision. They found students were struggling on signature assessments and they were able to identify the issue being related to foundational knowledge, and a belief that students below a certain GPA were not "capable" of performing well. The program feels that the changes were worth some of the adverse impacts on enrollment.
- ii) The advice from the advisory group was to improve rigor so graduates are better prepared. Further, the market demands a certain amount of knowledge and expertise of professionals in this field and increasing the GPA helps produce more qualified professionals. The goal is for the program to be seen as rigorous.

2 – Staffing in the program was noted as a concern and is impacting the program’s ability to attract students by not being able to offer an online option. Hiring goals are well-articulated but also reflect challenges of the marketplace. What else could be done to make sure the program is able to hire good faculty? Have you considered approaching more adjuncts who work in the field and who may be interested in teaching part-time?

- i) The program is currently down 1.5 (academic staff and program chair), and is trying to fill the academic staff line. Some clarification was provided in that the program feels they can work within the current staffing structure but may need to prioritize creating the online program.
- ii) The program noted difficulty in attracting adjuncts due to pay and instructional skills (sometimes not a good fit for program). Additionally, the College may not have the resources to hire adjuncts.

Recommended Actions:

Recommended Action #1

Assessment plan:

- a) Consider a rotation that allows for assessment of each SLO in a 5-year cycle, but doesn't require the assessment of every SLO every year.
- b) When evaluating and reporting out students’ performance on SLOs focus on knowledge and skills and not just data points.

Consider the use of rubrics to get an understanding of the elements of the SLOs in which students are exceeding or struggling.

Recommended Action #2

Describe the plan and strategies moving forward to attract and support a diverse student body.

Recommended Action #3

Report out on current enrollment in both the major and minor. In addition, evaluate the impact of actions related to recruiting and retaining students (e.g., GPA requirement, online learning and micro-credentialing).

Recommended Result:

Continuation with minor concerns

Next Self-study and/or Progress Report Due Dates:

1 - Next FULL self-study will be due to the Dean on May 1, 2027 and to the Assessment Office on August 1, 2027

For a copy of the full evaluation report and detailed comments, please reach out to the assessment office: assessment@uww.edu.