

Masters in Human Resources Development Assessment Report 2024 - 2025

Mission: To equip working adults with the knowledge, skills, and attitudes to maintain and further leadership in Human Resource development for Arkansans, nationally and globally.

Vision: To become the leading graduate degree program in Human Resource Development in Arkansas and the nation.

Assessment of Student Learning

Direct Methods

1. In the fall of 2024, 12 students successfully completed the Capstone requirement. In the spring of 2024, 8 students successfully completed the capstone requirement. We revised the Capstone experience to consist of 3 options: A portfolio, consulting HRD project, or a comprehensive exam.
2. Students in most MHRD classes wrote scholarly papers that analyzed perspectives about an issue or proposed solutions growing out of different theories. MHRD Foundations students completed a variety of academic journal article reviews, discussions with peers, along with papers and projects applying concepts to real-world situations. Students in the Foundations course also completed a personal development plan as a beginning part of the portfolio that is required at the end of the program.

Indirect Methods

1. A total of 20 MHRD students graduated at December or May commencement exercises.

2. Graduating students completed coursework with a GPA of 3.00 or better.
3. Student feedback about course content and instruction was generally above 4.00 on a scale of 1 to 5.
4. Students enthusiastically shared opinions about class material on course and group discussion boards.

Results of Assessment

1. Master's students are gaining the knowledge and skills to establish a reputation and gain important positions in the HRD field.
2. Another survey will be initiated, with assistance through the UA Alumni Association, about effectiveness of our HRD graduate programs for those who graduated during the last five years. Results from a prior survey through the UA Alumni Association yielded limited results.
3. There are currently 60 active students in the Masters of HRWD program.
4. The program had 16 new students begin in the fall, 2024, and 17 new students begin in the spring of 2025.
5. The GRE has been removed as an admission requirement.
6. The MHRD program underwent a full program review during Spring, 2024.
7. The total number of applications to the program is difficult to determine since the admissions process adopted automatic admission if the applicant met the minimum admission requirements.
8. All program faculty were active in professional associations, and in publishing in a number of academic journals.
9. The program successfully hosted the third annual HRD Summit, a student led event held on campus and virtually, on March 8, 2025.

