## Program: Health and Wellness Management

## Academic Program Assessment Plan (2017-2018)

1. Please review last year's assessment results (2016-2017) as well as the Academic Program Assessment Report with the faculty in your program. How does your program plan to take these results into consideration in future programmatic planning?

This is a new program and therefore this is the first year with data.

2. Please review your program's Learning Outcomes. Do any of them need to be updated or clarified?

This is a new program and the competencies/program outcomes were determined by the Academic Directors with input from the MSHWM Advisory Committee.

a. Please provide brief indications of the kinds of assessment (e.g. course exams, term papers, course projects, senior seminar, senior interview, etc.) that <u>might</u> be used to assess each outcome. (The purpose here is to see that your program has considered ways it might measure each outcome.)

See table below- Each program competency is evaluated within a designated course. Faculty identify the specific paper or assignment that best demonstrates student achievement of the program competency. Individual student performance (points and percentages) are reported as well as individual final course grades (points/%). The Academic Directors review the results each year and discuss possible program improvements.

3. Which outcome will you assess this year (2017-2018)?

For 2017/2018, we will evaluate Program Competency D: Apply appropriate management practices for organizational wellness.

4. Which technique will you use to assess this outcome?

The competency will be assessed via student performance in the following **HWM 750- Planning & Evaluation for Wellness Managers** assignments:

- Analysis 2: Intervention Planning
- Group Project Part 4- Revised Grant Proposal Evaluation Plan and Executive Summary
- Overall Course Grade
- 5. Which course or group of students will you assess on the outcome chosen above and when?

Students enrolled in the Fall 2017 HWM 750- Planning & Evaluation for Wellness Managers course

|                                |      | MS Health & Wellness Management Competencies & Outcomes   |     |     |     |     |     |     |     |     |     |     |     |     |
|--------------------------------|------|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|                                |      | Course numbers (prefix: HVM):   |     |     |     |     |     |     |     |     |     |     |     |     |
| Student completin              | a th | e MS in Health and Wellness management will:  | 700 | 705 | 710 | 715 | 720 | 730 | 740 | 750 | 760 | 770 | 780 | 790 |
|                                | y un | Demonstrate effective communication skills for diverse audiences  |     |     |     |     |     |     |     |     |     |     |     |     |
| Competency A) Program Outcomes | ٠.   |   | ×   | ×   | ×   | X   | ×   | ×   | ×   | ×   | ×   | X   | ×   | X   |
| Program Dutcomes               |      | Demonstrate professional interpersonal skills. Compose and deliver diverse well-written materials.  |     |     |     |     |     | X   |     |     |     |     |     |     |
|                                |      | Deliver oral presentations addressing current wellness topic(s) for a target audience.  |     |     |     |     |     |     |     |     |     |     |     |     |
|                                |      | Deliver persuasive arguments based on research, trends, and data.   | •   |     |     |     |     |     |     |     |     |     |     |     |
|                                |      | · · · ·   |     |     |     |     |     |     |     |     |     |     |     |     |
|                                | ,    | Demonstrate effective use of technology.  |     |     |     |     |     |     |     |     |     |     |     |     |
| Competency B)                  |      | Demonstrate effective organizational development  |     | ×   |     |     |     |     |     | ×   |     | ×   | ×   | ×   |
| Program Outcomes               | 6    | Demonstrate ability to assess organizational culture.   |     |     |     |     |     |     |     |     |     |     |     |     |
|                                |      | Use change management practices to shape organizational culture.  |     |     |     |     |     |     |     |     |     |     |     |     |
|                                |      | Set a clear vision, mission, and strategy.  |     |     |     |     |     |     |     |     |     |     |     |     |
|                                |      | Exhibit inclusive leadership skills.  |     |     |     |     |     |     |     |     |     |     |     |     |
|                                | 10   | Develop and lead effective teams.   |     |     |     |     |     |     |     |     |     |     |     |     |
|                                | 11   | Demonstrate conflict management strategies.   |     |     |     |     |     |     |     |     | ×   |     |     |     |
| Competency C)                  |      | Utilize population health tools for wellness management   |     |     | ×   |     | ×   | ×   | ×   | ×   |     |     | X   |     |
| Program Outcomes               |      | Evaluate a variety of population health tools for application to diverse audiences.   |     |     |     |     |     |     |     |     |     |     |     |     |
|                                |      | Apply behavioral economic principles to evaluate wellness promotion programs.   |     |     |     |     |     | ×   |     |     |     |     |     |     |
|                                |      | Critically examine current industry programs and trends.  |     |     |     |     |     | ×   |     |     |     |     |     |     |
|                                |      | Collect, manage, analyze, interpret and apply population health tools to program specific data. Utilize best practices in program planning, development and evaluation. |     |     |     |     |     |     |     |     |     |     |     |     |
| Competency D)                  |      | Apply appropriate management practices for organizational wellness  |     | ×   |     |     |     |     | ×   | ×   |     | ×   | ×   | ×   |
| Program Outcomes               | 17   | Demonstrate the core management practices of planning, leading, organizing and controlling.   | '   |     |     |     |     |     |     |     |     |     |     |     |
|                                |      | Utilize health care economics principles to inform decision-making.   |     |     |     |     |     |     | X   |     |     |     |     |     |
|                                |      | Develop effective marketing campaigns.  |     |     |     |     |     |     |     |     |     |     |     |     |
|                                |      | Demonstrate sound financial practices.  |     |     |     |     |     |     |     |     |     |     |     |     |
|                                |      | Integrate HR principles into management practices.  |     |     |     |     |     |     |     |     | X   |     |     |     |
|                                | 22   | Apply systems thinking strategies in wellness management.   |     |     |     |     |     |     | ×   |     |     |     |     |     |
| Competency E)                  |      | Effectively navigate the legal and ethical environment of wellness managem  | ent |     |     |     |     |     | ×   | x   | X   |     | ×   | x   |
| Program Outcomes               |      | Analyze current federal and state laws as they impact wellness management. Assure organizational policies comply with regulations.                                      |     |     |     |     |     |     |     |     |     |     |     |     |
|                                |      | Utilize effective negotiation skills regarding contracts, including RFPs.   |     |     |     |     |     |     |     |     |     |     |     |     |
|                                |      | Apply principles of ethics in wellness management decisions.  |     |     |     |     |     |     |     |     |     |     |     |     |
|                                |      | Promote corporate social responsibility.  |     |     |     |     |     |     |     |     |     |     |     |     |
| Competency F)                  |      | Demonstrate knowledge in the scientific foundations of wellness   | ×   |     | ×   |     | ×   | ×   |     |     |     |     | ×   | ×   |
| Program Outcomes               | 28   | Elucidate determinants of health.   |     |     |     |     |     | X   |     |     |     |     |     | - " |
|                                | 29   | Apply specific or targeted interventions to effectively address identified population health issues.  |     |     |     |     |     | ×   |     | ?   |     |     |     |     |
|                                |      | Model personal wellness.  |     |     |     |     |     |     |     |     |     |     |     |     |