



**Final Annual Report**

**Tennessee Tech University**

**President**

**Provost**

**College of Interdisciplinary Studies**

**School of Professional Studies**

**Professional Studies RODP MPS**



**Master of Professional Studies (TNeCampus)**

**Department/Unit Contact:** Joe Roberts

**Mission/Vision/Goal Statement**

**Department Mission:**

The Professional Studies Program is committed to serving and providing traditional and non-traditional students with high quality educational experience utilizing technology through on-ground, hybrid, and online delivery systems in response to changing needs of the diverse population within TTU's service area and beyond as they enhance their knowledge, analytical abilities, critical thinking and communication skills for upward mobility in their professional field. This graduate professional degree consists of 33 hours of interdisciplinary coursework and is available in four concentrations:

**Healthcare Administration** prepares individuals for the vital role of enhancing the quality of care, reducing health care costs and addressing health care issues. The program focuses on administration, leadership, finance, informatics, and research in the various components of health care delivery systems.

**Human Resources Leadership** prepares individuals for a leadership role in the area of human resources with the knowledge necessary to invest in human capital through strategic human resource leadership, oversee compensation, benefits and improve employee relations.

**Strategic Leadership** prepares individuals to lead in today's rapidly changing professional environment. The interdisciplinary approach focuses on leadership, communication, strategic planning and assessment, organizational systems and research/data analysis.



**Training and Development** prepares individuals for the growing field of workplace learning and performance. Build on theoretical and practical knowledge, including organizational needs analysis, planning, instructional design and evaluation.

**Public Safety** is designed to provide the public safety professional with leadership and strategic management tools to lead and serve in one of the nation's growing professions. The focus of the program is to provide these professionals with the opportunity to develop important skills in risk assessment and disaster preparations, crisis response, public safety leadership, research and administration in the various components of law enforcement, homeland security, emergency management, and other public service systems that include local, state, and federal agencies.

**Teaching English to Speakers of Other Languages (TESOL)** offers a Certificate and concentration that are designed to meet an ongoing demand for both initial preparation and continuing education for individuals who plan to teach or are currently teaching English as a second/foreign language in various educational settings. This includes students with strong English-speaking backgrounds who desire to teach English as a second/foreign language to adults in the United States or abroad or to traditional students in another country. This program would also meet the needs of non-native teachers of English in other countries looking to receive additional English language and pedagogical training from an American university. This program is not for students seeking an ESL endorsement for teaching in U.S public schools.



## Program Goal - Communication Skills

### Define Goal

Demonstrate effective communication skills.

### Intended Outcomes / Objectives

Each student will be able to communicate effectively (SLO 4).



## Program Goal - Critical Thinking

### Define Goal

Demonstrate critical thinking skills and integration of the culmination of the program of study in a capstone project.

**Intended Outcomes / Objectives**

Each student will be able to analyze, use and report data (SLO 2).

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 **Program Goal - Documentation Style****Define Goal**

Demonstrate the ability to appropriately use documentation styles in research.

**Intended Outcomes / Objectives**

Each student will be able to use appropriate documentation styles in research (SLO 5).

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 **Program Goal - Integration of Knowledge****Define Goal**

Demonstrate a working knowledge of the concepts and theories learned in their respective concentrations.

**Intended Outcomes / Objectives**

Each student will successfully complete a research project that demonstrates their ability to discuss, assess and apply concepts and theories learned in their respective concentration area (SLO 1).

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 **Program Goal - Research Skills****Define Goal**

Identify and develop a research project from the perspective of the students' concentration area.

**Intended Outcomes / Objectives**

Each student will be able to demonstrate research skills by formulating and producing a research project (SLO 3).

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## Program Goals/Flight Plan

### Define Goal

The School of Professional Studies MPS Program implemented eight initiatives in the context of the Flight Plan's four focus areas.

### Intended Outcomes / Objectives

1. Improve retention and re-enrollment (Academic Advising - focus area 1 & 4).
2. Implement an enrollment management strategy (focus area 3).
3. Improve graduate recruitment (focus area 3).
4. Work with faculty to develop online and hybrid version of new graduate courses (focus area 2).
5. Form partnerships with businesses and institutions (focus area 3).
6. Initialize the new MPS Public Safety and Teaching English to Speakers of Other Languages (offers a certificate) degree program (a priority action item and focus area 3).
7. Continue to develop marketing strategies for the three new MPS programs. Website update for the three new MPS degree programs: Healthcare Administrative, Public Safety and TESOL. Website update with staff, faculty, and associated faculty for SoPS (focus area 2 and 3).
8. MPS subcommittee meetings working collaboratively to improve curriculum schedule of classes and participated in programs of studies for each concentration per the Academic Audit. Update and improve P.O.S. for the MPS program in collaboration with Graduate Studies (focus area 4).

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## Assessment - Communication Skills

**Goal/ Outcome/ Objective:** Demonstrate effective communication skills.

**Type of Tool:** Capstone Project, Rubric

### Rationale

#### Assessments - SLO 4

MPS Rubric for Grading Professional Project Paper (copy attached)

#### Rationale for Outcomes and Assessments:

The MPS Professional Project will use a rubric to evaluate communication skills.

The Director of the MPS Program and Advisory Committee will do the evaluation.

Results are distributed to the Dean of the College.



 MPS BASIC\_RUBRIC\_FOR\_GRADING\_PROJECT\_PAPERS

**Frequency of Assessment:** Each Semester

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 **Assessment - Critical Thinking**

**Goal/ Outcome/ Objective:** Each student will be able to analyze, use and report data in a research project.

**Type of Tool:** Capstone Project, Rubric

**Rationale**

**Assessments - SLO 2**

MPS Rubric for Grading Professional Project Paper (copy attached)

**Rationale for Outcomes and Assessments:**

The MPS Professional Project will use a rubric to evaluate the critical thinking skills and integration of the culmination of the program of study.

The Director of the MPS Program and Advisory Committee will do the evaluation.

Results are distributed to the Dean of the College.

 MPS BASIC\_RUBRIC\_FOR\_GRADING\_PROJECT\_PAPERS

**Frequency of Assessment:** Each semester

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## **Assessment - Documentation Style**

**Goal/ Outcome/ Objective:** Each student will be able to use appropriate documentations styles in research.

**Type of Tool:** Capstone Project, Rubric

### **Rationale**

#### **Assessment - SLO 5**

MPS Rubric for Grading Professional Project Paper (copy attached)

### **Rationale for Outcomes and Assessments:**

The MPS Professional Project will use a rubric to evaluate the appropriate use of documentation styles in research.

The Director of the MPS Program and Advisory Committee will do the evaluation.

Results are distributed to the Dean of the College.

 MPS\_BASIC\_RUBRIC\_FOR\_GRADING\_PROJECT\_PAPERS

**Frequency of Assessment:** Each Semester

## **Assessment - Integration of Knowledge**

**Goal/ Outcome/ Objective:** Demonstrate a working knowledge of the concepts and theories learned in their respective concentrations.

**Type of Tool:** Capstone Project, Rubric

### **Rationale**

#### **Assessments - SLO 1**

MPS Rubric for Grading Professional Project Paper (copy attached)

### **Rationale for Outcomes and Assessments:**

A rubric is used to evaluate the students demonstrated ability to discuss, assess and apply concepts and theories learned in their respective concentration area through a research project.

The Director of the MPS Program and Advisory Committee will do the evaluation.

Results are distributed to the Dean of the College.



 MPS BASIC\_RUBRIC\_FOR\_GRADING\_PROJECT\_PAPERS

**Frequency of Assessment:** Each semester

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### Assessment - Research Skills

**Goal/ Outcome/ Objective:** Demonstrate research skills

**Type of Tool:** Capstone Project, Rubric

#### Rationale

#### Assessments - SLO 3

The MPS Professional Project will be assessed on the basis of a rubric. (copy attached)

#### Rationale for Outcomes and Assessments:

The Capstone Project demonstrates research skills by formulating and producing a research project from the perspective of the students' concentration area.

The Director of the MPS Program and Advisory Committee will do the evaluation.

Results are distributed to the Dean of the College.

 MPS BASIC\_RUBRIC\_FOR\_GRADING\_PROJECT\_PAPERS

**Frequency of Assessment:** Each semester

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### Results - -MPS Subcommittee TNeCampus

**Goal/Objective/Outcome Number:** 8. MPS Update and Improve POS

#### Results

- MPS subcommittee meetings working collaboratively to improve curriculum schedule of classes and participated in programs of studies for each concentration per the Academic Audit. Update and improve P.O.S. for the MPS program in collaboration with Graduate Studies (focus area 4).



## Attachments

-  MPS POS Healthcare Administration 2016
-  MPS POS Human Resources Leadership 2016
-  MPS POS Public Safety 2016
-  MPS POS Strategic Leadership 2016
-  MPS POS TESOL 2016
-  MPS POS Training and Development 2016



## Results - Business and Institution Partnerships

**Goal/Objective/Outcome Number:** 5. Form partnerships with businesses and institutions (focus area 3).

### Results

- Forming or have formed partnerships (focus area 3) with business and institutions such as NHC, Center for Health Care Informatics, Cookeville Pediatric, Tennessee Department of Safety, Infinity Healthcare, Leesburg Regional Medical Center, Alvin C. York VA Medical Center and CRMC to facilitate internships (PRST 6810) to the mutual benefit of our students educational experience, program improvements and job placement of students. Six MPS students have engaged in internships for the 2016-17 academic year.

### Attachments

No items to display.



## Results - Develop New Online/Hybrid Graduate Courses

**Goal/Objective/Outcome Number:** 4. Work with faculty to develop online and hybrid version of new graduate courses (focus area 2).

### Results

- Faculty for the MPS Public Safety and TESOL program (focus area 2) working with the Information Technology Institute (Ilearn) and RODP (elearn) to develop online and hybrid version of new graduate courses. As of 2016-2017 all courses have been developed and available online and in a hybrid version.

### Attachments





No items to display.



### Results - Enrollment Management

**Goal/Objective/Outcome Number:** 2. Implement an enrollment management strategy (focus area 3).

#### Results

- An Enrollment Management Strategy (focus area 3) initiative was implemented for the spring of 2013. This approach seeks to improve progress to graduation in the MPS Program. Initial contact is followed by a second and a third contact to advise, facilitate enrollment and progress to graduation. Enrollment has increased 63% from 2015-16 to 2016-17 and over the past five years 208%.

#### Attachments

No items to display.



### Results - Graduate Recruitment

**Goal/Objective/Outcome Number:** 3. Improve graduate recruitment (focus area 3).

#### Results

- Improve graduate recruitment (focus area 3): The School of Professional Studies continually seeks to recruit students, especially non-traditional students for the MPS program by developing relationships with Office of International Education, Athletic Department, businesses and Graduate Studies. Admissions has increased 10% from the 2015-16 to 2016-17 and over the past five years 164%.

#### Attachments

No items to display.



### Results - Marketing Strategies and Website Update

**Goal/Objective/Outcome Number:** 7. Continue to develop marketing strategies for the three new MPS programs. Website update for the three new MPS degree programs: Healthcare Administrative, Public Safety and TESOL. Website update (focus area 2 and 3).



## Results

- Website update for the three new MPS programs: Healthcare Administration, Public Safety and TESOL.
- Website update with staff, faculty, and associated faculty for SoPS.

## Attachments

No items to display.



## Results - New MPS Public Safety and TESOL Programs

**Goal/Objective/Outcome Number:** 6. Initialize the new MPS Public Safety and Teaching English to Speakers of Other Languages (offers a certificate) degree program (a priority action item and focus area 3).

## Results

- Initialized the new MPS Public Safety and TESOL degree programs (a priority action item and focus area 3). Public Safety has 22 new students and TESOL has 5 new students.

## Attachments

No items to display.



## Results - Retention and Re-enrollment

**Goal/Objective/Outcome Number:** 1. Improve retention and re-enrollment (Academic Advising - focus area 3).

## Results

- Academic Advising (focus area 3): Advising for the MPS students (153 students 2015-16; an increase of 101% from 2014-15) serves both “inactive” and “active” students. To improve retention for the “inactive” student the following initiative was implemented the fall of 2014: Each student is contacted each semester to encourage re-enrollment, advised of their six year limit to complete their degree and to help facilitate their re-enrollment. For the academic year 2015 -2016 twelve “inactive” students were re-enrolled. Class enrollment increased 33% from 2014-15 to 2015-16. The number of MPS graduates since 2012-13 to 2015-16 has increased 13%.

## Attachments



**Tennessee**  
**TECH**

Tennessee Tech University

No items to display.