

Online Assessment Tracking Database

Sam Houston State University (SHSU)
2014 - 2015

Accounting, Department Of

Goal	Mission-Driven Faculty 🔑 The faculty composition and characteristics will be consistent with the mission of the College of Business of Administration and the Department of Accounting.
Objective (P)	Expectations For Teaching, Research, And Service 🔑 The faculty will meet or exceed expectations in teaching, research, and service commensurate with the mission of the college and the department of accounting.
KPI Performance Indicator	Effective Service Provider 🔑 The Department of Accounting uses the Faculty Evaluation System (FES) Form 4 to document the service activities of the faculty. The percentage of effective service providers defined and measured using FES 4 will provided data concerning the service activities of the faculty. 1. Eighty percent (80%) of all Participating (as defined by AACSB, International standards) faculty in the department will meet or surpass the departmentally set minimum FES 4 score of 3.0.
Result	FES 4 Results 🔑 During 2014, 93 percent (14 of 15) of all Participating faculty in the Department of Accounting exceeded the minimum score of 3.0 for FES 4. This exceeds the minimum criterion.
KPI Performance Indicator	Effective Teacher 🔑 The department, college, and university utilizes the IDEA System as part of its evaluation of classroom performance. The IDEA System, developed by the IDEA Center at Kansas State University, is a nationally normed, validated and reliable measure of classroom performance based on up to 12 learning objectives. The IDEA scores are a major portion of the department's Faculty Evaluation System (FES) as it relates to classroom performance. The percentage of effective teachers as defined and measured using IDEA and FES will provide data as to the quality of instruction within the department of accounting. 1. Eighty percent (80%) of all faculty in the department will meet or surpass the departmentally set minimum IDEA score of 45 on the Discipline Weighted Average. 2. Eighty percent (80%) of all faculty in the department will meet or surpass the departmentally set minimum score for the average of FES 1 and 2. Consistent with the department's post-tenure review process this average score must be 2.5 or above.
Result	Acceptable IDEA Score 🔑 During 2014, 91 percent (15 of 16.5) of all faculty in the Department of Accounting exceeded the minimum

IDEA score of 45 on the Discipline Weighted Average. This exceeds the minimum criterion.

Result**Acceptable FES 1 And 2 Scores** 🔑

During 2014, 82 percent (13.5 of 16.5) of all faculty in the Department of Accounting exceeded the 2.5 minimum average score of FES 1 and FES 2. While this exceeds the stated criterion for this measure of classroom performance, there is still room for improvement in the faculty's classroom performance.

**KPI
Performance
Indicator****Effective Researcher** 🔑

In support of the College's accreditation by AACSB, International, the Department of Accounting expects sustained research output from the faculty. The department uses the Faculty Evaluation System (FES) Form 3 to document the publications and other intellectual contributions of the faculty. The percentage of effective researchers defined and measured using FES 3 will provide information about the quantity and quality of intellectual contributions provided by the department's faculty.

1. Of the academic faculty (those eligible for Scholarly Academics (SA), Practice Academics (PA), and Scholarly Practitioners (SP) designation based on the College's self-defined standard for AACSB, International accreditation purposes), ninety percent (90%) will meet or surpass the departmentally set minimum FES 3 score of 2.5.

Result**FES 3 Results** 🔑

During 2014, 86 percent (12 of 14) of all academic faculty (those eligible for SA, PA, and SP designation) in the Department of Accounting exceeded the minimum score of 2.5 for FES 3. This is slightly below the 90 percent target, but is much improved from 2013's 73 percent.

Action**Maintain Expectations** 🔑

The faculty in the Department of Accounting as a whole exceed the minimum standards for teaching and service, and are very close on research. Given the small size of the department, it is relatively easily for the department to slip from these standards if only one or two people failed to perform to expectations. That is what happened this year. Several faculty members did not have enough IC materials accepted during the year. The chair of the department will continue to review the FES forms each year. Faculty who are not performing at the expected level will be advised.

Objective (P)**Faculty Composition** 🔑

The composition of the department's faculty will be adequate to support the mission of the department. As a department in a college accredited by AACSB, International, there are guidelines related to the percentage of Scholarly Academic (SA) faculty and by the combination Scholarly Academic (SA), Practice Academic (PA), and Scholarly Practitioner (SP) faculty. The department is committed to meeting the AACSB standards

concerning faculty sustained engagement activities.

**KPI
Performance
Indicator**

Faculty Sustained Engagement Activities 🔑

As a department in a college accredited by AACSB, International, there are guidelines related to the percentage of time devoted to mission by the combination of Scholarly Academic (SA), Practice Academic (PA), Instructional Practitioner (IP) and Scholarly Practitioner (SP) faculty as well as for the percentage of Scholarly Academic (SA) faculty alone.

1. Based on time devoted to mission, ninety percent of all faculty must be by the combination of Scholarly Academic (SA), Practice Academic (PA), Instructional Practitioner (IP), and Scholarly Practitioner (SP) faculty.
2. Based on time devoted to mission, forty percent of all faculty must be Scholarly Academic (SA) faculty.

Result

Percentage Of SA, PA, IP, And SP Faculty Based On Time Devoted To Mission 🔑

During 2014, 88 percent (14.5 of 16.5) of all faculty in the Department of Accounting were classified as SA, PA, IP, and SP faculty. This is slightly below the stated criterion. This is one of the few areas where AACSB "mandates" a minimum-level of performance. Therefore, raising this percentage in this area is a high-priority.

Result

Percentage Of SA Faculty Based On Time Devoted To Mission 🔑

During 2014, 79 percent (13 of 16.5) of all faculty in the Department of Accounting were classified as SA faculty. This is above the stated criterion. This is one of the few areas where AACSB "mandates" a minimum-level of performance. Therefore, maintaining this percentage in this area is a high-priority.

Action

Faculty Qualifications 🔑

While the SA numbers in the department exceed the minimum as required by AACSB, the combination of SA, SP, IP, and PA is slightly below the required amount. The previous year we were significantly below the required number. Two of the department's lecturers (who didn't fit into one of the above mention four categories) were let go at the end of the Spring 2014 semester and two new SA faculty and a faculty member that should be SP were added for the Fall 2014 semester. This significantly helped with closing the gap on this requirement. We are currently looking for two additional SA faculty members which should further help.

Previous Cycle's "Plan for Continuous Improvement"

For the recently completed assessment cycle, the results were mostly positive. Faculty members in the Department of Accounting have exceeded the expectations for Teaching and

Service, but not Research. The shortfall in Research appears to the result of timing (submissions, acceptance, and publication). This will be monitored.

We will continue to work towards improvement for the one or two faculty members in each area that are not meeting the expectations. Also, faculty members who are currently meeting the expectations will be encouraged to continue to meet those expectations and to seek to improve their performance when possible.

With respect to the discipline related accrediting (AACSB, International) requirements for the faculty qualifications, the department has exceed the requirement for Scholarly Academics (SA) faculty. However, the department is well below the requirement for the combination of SA, SP, IP, and PA faculty. Two lecturers that did not fit into one of the four categories were let go at the end of the spring 2014 semester. Two new tenure track faculty and a new lecturer have been hired to start the fall 2014 semester. These personnel changes should allow the department to better meet the desired percentages.

Please detail the elements of your previous "Plan for Continuous Improvement" that were implemented. If elements were not implemented please explain why, along with any contextual challenges you may have faced that prevented their implementation.

In the Fall 2014 semester, two new tenure-track faculty members were hired. In addition, one new Lecturer was hired. The new tenure-track faculty members are Scholarly Academic (SA) qualified and the lecturer is Scholarly Practioner (SP) qualified.

Plan for Continuous Improvement - Please detail your plan for improvement that you have developed based on what you learned from your 2014 - 2015 Cycle Findings.

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We will continue to work towards improvement for the one or two faculty members in each area that are not meeting the expectations. Also, faculty members who are currently meeting the expectations will be encouraged to continue to meet those expectations and to seek to improve their performance when possible.

With respect to the discipline related accrediting (AACSB, International) requirements for the faculty qualifications, the department has exceed the requirement for Scholarly Academics (SA) faculty. However, the department is still slightly below the requirement for the combination of SA, SP, IP, and PA faculty. Two lecturers that did not fit into one of the four categories were let go at the end of the spring 2014 semester. Two new tenure track faculty and a new lecturer were hired to start the fall 2014 semester. These personnel changes allowed the department to better meet the desired percentages. We are currently seeking to added two new SA faculty members. Their addition should further improve the percentages.
