General Business and Finance, Department of

Promote The Development And Maintenance Of Quality Academic Programs

Goal Description:

In support of the University's and College's missions, the Department will develop and maintain quality academic programs.

RELATED ITEMS/ELEMENTS

RELATED ITEM LEVEL 1

Conclude Formal Reviews Of Degree Programs Housed In The Department

Performance Objective Description:

The department will conclude program reviews of the BBA in Banking and Financial Institutions degree and BBA in Finance degrees.

RELATED ITEM LEVEL 2

Complete Initial Examination Of Degree Programs

KPI Description:

The department will complete initial reviews of the BBA in Banking and Financial Institutions, BBA in Entrepreneurship, BBA in Finance, and BBA in General Business degree programs.

Results Description:

An initial review of each degree program contained in the Department of General Business and Finance was completed in this assessment cycle. In addition, the Department completed a review and update of each course offered within the department.

RELATED ITEM LEVEL 3

Complete Initial Evaluation of Degree Programs Action

Action Description:

The Department will continue to review the master syllabi and each degree program offered within the departmental on a regular basis.

RELATED ITEM LEVEL 1

Expand Online Course Offerings

Performance Objective Description:

To meet student needs and demands for a variety of course options, particularly the online BBA degree in General Business Administration and the online MBA program, the department will continue to expand the number and frequency of online course offerings by departmental faculty.

RELATED ITEM LEVEL 2

Expand Online Course Offerings

KPI Description:

The department will continue to expand the number and frequency of courses offered through distance (online) education.

Results Description:

The Department has increased on-line offerings this past assessment cycle. We have increased elective and core course offerings. This Department will continue to increase on-line offerings as on-line is the largest increase in demand from students.

RELATED ITEM LEVEL 3

Expand On-Line course Offerings Action

Action Description:

The Department will continue to add new on-line course offerings. The development of new core and elective courses will occur during the next assessment cycle. The need for additional on-line courses is a direct reflection of the demands of the student body.

RELATED ITEM LEVEL 1

Support The Growth Of The BBA Degree In General Business Administration Day Program At The Woodlands Center

Performance Objective Description:

To meet student demand and assist with the College's commitment to offering the BBA degree in General Business Administration daytimes at the Woodlands Center, the department will add elective courses to its scheduling of classes at TWC.

RELATED ITEM LEVEL 2

Expand Course Offerings In Support Of BBA Degree In General Business Administration Daytimes At The Woodlands

KPI Description:

Expand number of upper-level (i.e., COBA) courses to support the BBA in General Business Administration degree offered daytimes at the Woodlands Center

Results Description:

The Department provides the largest number of sections out of all the departments within the College of Business. The Department has supported the range of course offerings at The Woodlands Campus. However, the Department was unable to significantly expand its course offerings due to a growth of on-line demand and the unfilled faculty positions.

RELATED ITEM LEVEL 3

Expand Course Offerings at The Woodlands Campus Action
Action Description:

The Department is evaluating the need for daytime course offerings at The Woodlands Campus. Due to the lack of growth in the daytime student base a review is being done to determine the increased need for additional courses.

Support The Recruitment And Retention Of A Productive, High-Quality Faculty

Goal Description:

The most valuable asset for an academic department is its faculty. The faculty are responsible for the creation and delivery of quality academic programs, the creation of new knowledge as well as other intellectual contributions, and for providing service as it relates to shared governance and serving students, the academy, employers and the community. As such, it is vital that the department recruits and retains a high quality faculty.

RELATED ITEMS/ELEMENTS

RELATED ITEM LEVEL 1

Expectations For Teaching, Research, And Service
Performance Objective Description:

The faculty will meet or exceed expectations in teaching, research, and service commensurate with the mission and goals of the College of Business Administration and Department of General Business and Finance.

RELATED ITEM LEVEL 2

Effective Researchers
KPI Description:

In support of the College's accreditation by AACSB International, the Department of General Business and Finance 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. Ninety percent (90%) of all Scholarly-Academic eligible faculty, based on the College's self-defined standard for AASCB International accreditation purposes of Scholary Academics (SA), Scholarly Practiioners (SP), Practice Academics (PA), and Instructional Practioners (IP) in the department will meet or surpass the departmentally-set minimum FES 3 score of 2.5.
Results Description:

Using the AACSB standard of all Scholarly-Academic eligible faculty, based on the College's self-defined standard for AASCB International accreditation purposes of Scholary Academics (SA), Scholarly Practiioners (SP), Practice Academics (PA), and Instructional Practioners (IP) in the department, the Department had 22 of 28 meet the standard of a FES 3 score of 2.5 or higher. Therefore, the Department had 78.6% of the Scholarly-Academic faculty met the standard. This is less than the goal of 90% meeting the standard. The Department will work to improve this percentage in the next academic year.

RELATED ITEM LEVEL 3

Effective Researchers Action
Action Description:

The Department fell short of the 90% goal for research standards. The Department will evaluate the standard, as not all faculty members are required to publish. In addition, the Department will host a workshop to assist newer faculty members with research and publication.

RELATED ITEM LEVEL 2

Effective Service Providers
KPI Description:

The Department of General Business and Finance uses the Faculty Evaluation System (FES) Form 4 to document the service activites 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 Faculty (as defined by AACSB International standards) in the department will meet or surpass the departmentally-set minimum FES 4 score of 3.0.
Results Description:

The Department had 18 of 22 faculty members achieve the departmentally-set minimum FES 4 score of 3.0. The department surpassed the goal of eighty percent (80%) of all Participating Faculty (as defined by AACSB International standards).

RELATED ITEM LEVEL 3

Effective Service Providers Action
Action Description:

The Department will host a workshop for faculty to provide information regarding opportunities for service across the University. The faculty will be provided additional information and opportunities for service within their discipline.

Effective Teachers

KPI Description:

The university, college, and department utilize 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 General Business and Finance.

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.

Results Description:

The Department has met the standards for effective teaching. More than eighty percent (80%) of all faculty in the department surpassed the departmentally-set minimum IDEA score of 45 on the Discipline Weighted Average. In addition, eighty percent (80%) of all faculty in the department met the departmentally-set minimum score for the average of FES 1 and 2 which was 2.5 or above.

Effective Teachers Action

Action Description:

The Department believes that teaching is extremely important. In an effort to improve our teaching scores, the Department will host teaching and instruction workshops. Guest speakers will provide new ideas for improvement in student learning and learning outcomes. In addition, the Department will provide faculty with details on all University sponsored teaching symposiums.

Maintaining SA, SP, PA, And IP Percentages

Performance Objective Description:

Policies will be implemented to help ensure that AACSB guidelines for the percentage of classes taught by qualified faculty continue to be met. At least 40% of departmental faculty must meet the college and AACSB definitions of Scholary Academic (SA); 60% must be Scholarly Academics, Scholarly Practioners (SP) or Practice Academics (PA); and 90% must be Scholarly Academics, Scholarly Practioners, Practice Academics, or Instructional Practioners (IP).

Maintenance Of SA/SP/PA/IP Percentages

KPI Description:

The department will ensure that the number of course sections taught by SA (scholarly academics), SP (scholarly practioners), PA (practice academics), and IP (instructional practioners) meets or exceeds AACSB guidelines.

Results Description:

The department met the expectations based on AACSB guidelines that the number of course sections taught by SA (scholarly academics), SP (scholarly practioners), PA (practice academics), and IP (instructional practioners).

Maintenance Of SA/SP/PA/IP Percentages Action

Action Description:

The Department will continue to monitor the SA/SP/PA/IP percentages and ensure that the Department is in compliance with the AACSB standards.

Recruit New Highly-Qualified Faculty

Performance Objective Description:

The department will conduct national searches for new faculty members in business communications and finance.

Complete Faculty Searches

KPI Description:

Following national searches, the department will hire a new tenure-track faculty member in Business Communication and one in Finance. We will also hire a tenure-track faculty member to fill a faculty line that became available upon a retirement.

Results Description:

The Department of General Business and Finance completed national search for three new faculty members. The Department selected highly qualified candidates in business law, finance and business communications. An additional posting for business communication remained unfilled and was closed due a lack of qualified candidates.

Recruit New Highly Qualified Faculty Action
Action Description:

The Department of General Business and Finance completed national search for three new faculty members. The Department selected highly qualified candidates in business law, finance and business communications. An additional posting for business communication remained unfilled and was closed due a lack of qualified candidates. The Department will open four new openings for next year. The Department will review only the most qualified candidates for the open positions. The Department has also instituted a permanent departmental hiring committee. It is thought that a consistent hiring approach will increase the likelihood of retaining the most qualified candidates.

Update to Previous Cycle's Plan for Continuous Improvement

Previous Cycle's Plan For Continuous Improvement (Do Not Modify) :

Although some progress was made in presenting a more strategic vision of the

department, there is still room for improvement. The move to a more userfriendly

reporting system along with more direction in what should or should not

be addressed in the assessment of department activities should allow for

improvements in reporting on department activities.

Update of Progress to the Previous Cycle's PCI:

The Department has made several improvements over the course of the past year. The Department also plans several improvements that will be implemented this coming year. The Department has also instituted a permanent departmental hiring committee. It is thought that a consistent hiring approach will increase the likelihood of retaining the most qualified candidates. In addition, the Department will continue to improve on-line course offerings in an effort to align our departmental course offerings with the demands and preferences of the current student body. The Department will continue assess the success of the Plan for Continuous Improvement. Modifications will be made as needed to better the Department, students and faculty members.

Plan for Continuous Improvement

Closing Summary:

The Department has made several improvements over the course of the past year. The Department also plans several improvements that will be implemented this coming year. The Department has also instituted a permanent departmental hiring committee. It is thought that a consistent hiring approach will increase the likelihood of retaining the most qualified candidates. In addition, the Department will continue to improve on-line course offerings in an effort to align our departmental course offerings with the demands and preferences of the current student body. The Department will continue assess the success of the Plan for Continuous Improvement. Modifications will be made as needed to better the Department, students and faculty members.