

**BACONE COLLEGE
PROGRAM ASSESSMENT PLAN/ANNUAL REPORT**

Bachelors of Science in Business Administration in the Division of Business

The Division of Business provides a student-centered learning environment to develop the business skills and appreciation of continuous learning necessary to succeed in a dynamic global economy. The faculty is empowered to help develop ethical, knowledgeable and technologically competent business professionals. We strive to do this to further the College's mission of providing a premier educational experience through Christian principles, while providing educational opportunities for American Indians within a culturally diverse community.

Program Goals/Outcomes	Assessment/Evaluation Measure	Assessment Schedule	Assessment Result	Improvement Plan/Changes Made	
Goal 1	Offer a responsive, flexible business curriculum with an environment that prepares and supports analytic thinking and lifelong learning				
Outcome 1	95% or higher of students will complete a capstone experience with a grade of "C" or better.	Final grade distribution for BUS 4954 or MIS 4954 (Information Systems concentration)	Computed each semester; reported annually	Goal Not Achieved - 75%	Abnormally small sample size and significantly large proportion of non-traditional students make this metric suspect.
Outcome 2	90% or higher of students will demonstrate accumulated knowledge by	Business Administration Comprehensive Exam administered in BUS 4954 or	Computed each semester; reported annually	Goal Achieved - 91.67%	

	passing the "Comprehensive Exam" with a score of 70% or higher.	MIS 4954			
Outcome 3	Upper division courses must include a component of continuous writing/journaling and/or practical application.	100% of all upper division courses will have a practical application, writing or project component	Each semester; reported annually	Goal Achieved	
Outcome 4	100% of students will maintain a 2.50 cumulative GPA for admission to and graduation from the program	Grade Reports	Reviewed each semester; assessed annually	Achieved	
Outcome 5	Student survey results will indicate 80% or higher of students feel either capable or extremely capable of success in either a business environment or graduate school.	Division of Business Student Satisfaction Survey	Annually - April of each academic year	Achieved- Over 92% report that their skills are sufficient for their job; 100% report that they feel prepared for further education	
Outcome 6	75% or higher of	Division of	At the end of	Achieved-	

	students placed into internships will receive a favorable or very favorable evaluation from their internship supervisor	Business Student Internship Evaluation Form	the each student internship - each semester	only one internship during this academic year but it was successful.	
Goal 2	Integrate technology into the student-learning environment and utilize it to promote community among students and faculty				
Outcome 1	90% or higher of students will complete MIS 3213 with a "C" or higher	Final grades distributed for MIS 3213 - Advanced Microcomputer Applications		Achieved. 91.9% of students met the standard.	
Outcome 2	90% or higher of students will complete MIS 4113 with a "C" or higher	Final grades distributed for MIS 4113 - Management Information Systems		Not Achieved. 87.5% successful	Monitoring this metric is warranted but no action will be taken at this time.
Outcome 3	10% of classes taught will utilize an online format			27% of our course offerings were either online or online-blended.	
Goal 3	Create an environment that				

	<p>supports our mission by:</p> <p>A. Providing opportunities for faculty development,</p> <p>B. Encourage faculty efforts to serve students and improve the program at large,</p> <p>C. Offering appropriate rewards for achievement in teaching, intellectual contribution and service to the institution and to the community at large.</p>				
Outcome 1	50% of Division of Business faculty development money will be used for research/accreditation related activities	Journals/articles and other publications as well as conference meetings and presentations		Achieved	
Outcome 2	100% of full-time faculty will meet with their advisees at least twice per year to advise and verify plans of study	Faculty self-reported data		Achieved	
Goal 4	Target well-defined markets and promote the Division of Business				

	effectively in those markets				
Outcome 1	25% of new students accepted in the Division of Business from Native American heritage			Achieved. Current population is 45.6% Native American (self-reported)	
Outcome 2	The Division of Business will maintain a list of all organizations that either interview or hire Bacone graduates for a five-year period. The division will contact 75% of these organizations annually marketing its programs and showcasing its graduates	Contact with former students who are currently in a business environment		Not Achieved - Existing documentation was not conveyed from previous Chair upon his separation from the institution	Division is reviewing this Outcome.
Goal 5	Build and maintain partnerships with primary constituencies				
Outcome 1	The Division of Business will			Not achieved	A new survey is currently under

	<p>annually poll a group of primary constituents to determine their expectations of newly hired graduates. This poll includes both knowledge and skill information. The Division of Business will assure that all skills and knowledge areas that are identified by 60% of the polled constituents are included in the required course curriculum</p>				<p>development to fulfill this need.</p>
Outcome 2	<p>The Division of Business will maintain a listing of all organizations (including contact information) that have or will in the future recruit</p>	<p>Contact information in business divisions office</p>		<p>Not achieved</p>	<p>Division is reviewing this outcome to identify a more precise measurement of our effectiveness.</p>

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