



Undergraduate Department

College of Business

2023 Program Improvement Plans

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Program Improvement Planning		
Program	Chair	Program Team
Accounting	Dr. Bill Crawford	Dr. Jonathan Wiley, Terry Unruh

1. Review the Program Improvement Plan from January 2022

- List the recommendations made
- Note if they were implemented or not
- Evaluate the effect of the change – use WPA assignment and criterion scores, observations, etc. as appropriate

#	Recommendations	Did We Do This?		Effect of Change
		Yes	No	
1	Consider having more descriptive numberings for the program outcomes and for the artifacts and using those labels in the cross-listing table without repeating the descriptions. E.g, BUS-1 for Business outcome 1, and ACT-WPA-1 for that artifact.	X		We considered this but determined it was not necessary on the shared outcomes for all majors.
2	Require senior accounting majors to make a C or better in Financial Management	X		Nothing yet to report at this time.

2. Please discuss the program, review the assessment assignment and criterion line scores from 21-22 and fall 2022, and list your plans for improvement over the next year.

2023 Improvement Plan

Outcome#	Action	Rationale/Data	Person Responsible	Timeline
1	None needed.	Success Criterion of Mean of 3.5 or greater was met.		
2	None needed.	Success Criterion of Mean of 3.5 or greater was met.		
3	None needed.	Success Criterion of Mean of 3.5 or greater was met.		
4	None needed.	Success Criterion of Mean of 3.5 or greater was met.		
5	None needed.	Success Criterion of Mean of 3.5 or greater was met.		
6	Provide more detailed instructions concerning linking amounts and accounts from various reports, requiring control formulas in the assignment.	Improve performance	Accounting Faculty Lead Team	Fall 2023

Program Improvement Planning		
Program	Chair	Program Team

1. Review the Program Improvement Plan from January 2022

- List the recommendations made
- Note if they were implemented or not
- Evaluate the effect of the change – use WPA assignment and criterion scores, observations, etc. as appropriate

#	Recommendations	Did We Do This?		Effect of Change
		Yes	No	
1				
2				
3				
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2. Please discuss the program, review the assessment assignment and criterion line scores from 21-22 and fall 2022, and list your plans for improvement over the next year.

2023 Improvement Plan

#	Action	Rationale/Data	Person Responsible	Timeline
1				
2				
3				

Program Improvement Planning		
Program	Chair	Program Team
Undergraduate Business Administration	Bill Crawford	Ardith Baker and Joel Dash

1. Review the Program Improvement Plan from January 2022

- List the recommendations made
- Note if they were implemented or not
- Evaluate the effect of the change – use WPA assignment and criterion scores, observations, etc. as appropriate

#	Recommendations	Did We Do This?		Effect of Change
		Yes	No	
1	The IV Artifact and Program Outcome Alignment was difficult to read and follow. In the IV document consider having Program Outcome in the first column and the Artifact description in the second column. That may help in Outcome – Artifact alignment clarity. If there is a University Artifact and Program Outcome format, please follow that.	Yes		Immediate feedback from EBI, which is the exit interview Survey

2	The record of data analysis and program changes were clear – is there a way to make them a bit more robust.		No	This is not required by our accreditation body
3				
4				
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2. Please discuss the program, review the assessment assignment and criterion line scores from 21-22 and fall 2022, and list your plans for improvement over the next year.

2023 Improvement Plan

#	Action	Rationale/Data	Person Responsible	Timeline
1	Review APA format criteria under written communication for whether it should be assessed as other criteria under 5 – Written Communication. Alternatively, review the rubric criteria to allow for more errors depending on the assignment.	Assessment Report Data shows that there is an average of 2.66 on APA format	Assessment Coordinator	Next Review
2				
3				

Program Improvement Planning		
Program	Chair	Program Team
Business Analytics	Bill Crawford	Ardith Baker and Joel Dash

1. Review the Program Improvement Plan from January 2022

- List the recommendations made
- Note if they were implemented or not
- Evaluate the effect of the change – use WPA assignment and criterion scores, observations, etc. as appropriate

#	Recommendations	Did We Do This?		Effect of Change
		Yes	No	
1	The IV Artifact and Program Outcome Alignment was difficult to read and follow. In the IV document consider having Program Outcome in the first column and the Artifact description in the second column. That may help in Outcome – Artifact alignment clarity. If there is a University Artifact and Program Outcome format, please follow that.		No	It is consistent with the other programs in the COB.
2	The record of data analysis and program changes were clear – is there a way to make them a bit more robust.		No	After re-evaluating the program, we find that it is appropriately stated.

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2. Please discuss the program, review the assessment assignment and criterion line scores from 21-22 and fall 2022, and list your plans for improvement over the next year.

2023 Improvement Plan

#	Action	Rationale/Data	Person Responsible	Timeline
1	Emphasize turning the assignment in on time	4 - Teamwork criteria is low mainly because of timeliness	Course instructor	
2	No action is necessary because the data does not show whether this is a trend or an anomaly, as each semester there is only 1 BA student	6 – Discipline Specific criteria is low mainly because of Demonstration of Strategic Capabilities		
3				

Program Improvement Planning		
Program	Chair	Program Team
Undergraduate Entrepreneurship	Bill Crawford	

1. Review the Program Improvement Plan from January 2022

- List the recommendations made
- Note if they were implemented or not
- Evaluate the effect of the change – use WPA assignment and criterion scores, observations, etc. as appropriate

#	Recommendations	Did We Do This?		Effect of Change
		Yes	No	
1				
2				
3				
4				
5				

- Please discuss the program, review the assessment assignment and criterion line scores from 21-22 and fall 2022, and list your plans for improvement over the next year.

2023 Improvement Plan

Outcome#	Action	Rationale/Data	Person Responsible	Timeline
1				
2				
3				
4				
5	Written Communication - APA Business Guide was created and was implemented in courses in Fall 2022.	APA improvements are necessary for the capstone experience. The simplified guide has assisted students in understanding APA. The impact on the capstone experience from its use in Intro to Business will be determined when freshmen take the capstone course as seniors.		6 semesters
6				

Program Improvement Planning		
Program	Chair	Program Team
Finance	Bill Crawford	Rebecca Attah Ann-Marie Constable

1. Review the Program Improvement Plan from January 2022

- List the recommendations made
- Note if they were implemented or not
- Evaluate the effect of the change – use WPA assignment and criterion scores, observations, etc. as appropriate

#	Recommendations	Did We Do This?		Effect of Change
		Yes	No	
1	No Recommendations were provided for 2022			
2				
3				
4				
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2. Please discuss the program, review the assessment assignment and criterion line scores from 21-22 and fall 2022, and list your plans for improvement over the next year.

2023 Improvement Plan

#	Action	Rationale/Data	Person Responsible	Timeline
1	Missing data for Spring and Fall 2022			
2	Instructions for assessment are already included on Brightspace.			
3				

Program Improvement Planning		
Program	Chair	Program Team
Financial Management Online	Bill Crawford	Rebecca Attah Ann-Marie Constable

1. Review the Program Improvement Plan from January 2022

- List the recommendations made
- Note if they were implemented or not
- Evaluate the effect of the change – use WPA assignment and criterion scores, observations, etc. as appropriate

#	Recommendations	Did We Do This?		Effect of Change
		Yes	No	
1	Not available			
2				
3				
4				
5				

- Please discuss the program, review the assessment assignment and criterion line scores from 21-22 and fall 2022, and list your plans for improvement over the next year.

2023 Improvement Plan

#	Action	Rationale/Data	Person Responsible	Timeline
1	Please include ORU outcome			
2	Course description needs to align with the course dropbox (Course # LFIN 438 but dropbox is LMGT 431). We recommend the finance capstone course to be a Finance course LFIN 438, and not Strategic management LMGT 431			
3				

Program Improvement Planning		
Program	Chair	Program Team
Human Resource Management OL	Bill Crawford	Megan Weinkauf

1. Review the Program Improvement Plan from January 2022

- List the recommendations made
- Note if they were implemented or not
- Evaluate the effect of the change – use WPA assignment and criterion scores, observations, etc. as appropriate

#	Recommendations	Did We Do This?		Effect of Change
		Yes	No	
1	Additional analysis was completed for the program. The current program specific assignment for the outcome does align with the rubric.	X		Current rubric aligns with the instructions and program outcomes, which provides an appropriate assessment of student learning.
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2. Please discuss the program, review the assessment assignment and criterion line scores from 21-22 and fall 2022, and list your plans for improvement over the next year.

2023 Improvement Plan

#	Action	Rationale/Data	Person Responsible	Timeline
1				
2				
3				

Program Improvement Planning		
Program	Chair	Program Team
International Business		James Russell – Wendy Wells-O’Rear

1. Review the Program Improvement Plan from January 2022

- List the recommendations made
- Note if they were implemented or not
- Evaluate the effect of the change – use WPA assignment and criterion scores, observations, etc. as appropriate

#	Recommendations	Did We Do This?		Effect of Change
		Yes	No	
1	No recommendations. Mean goal met.		X	No change.
2	No recommendations. Mean goal met.		X	No change.
3	Oral Communication -three courses added curriculum requiring students to complete projects/presentation.	X		Curriculum implemented 8/22.
4	No recommendations. Mean goal met.		X	No change.
5	1) Written Communication -three courses added curriculum requiring students to complete projects/presentation.	X		1) Curriculum implemented 8/22. 2) The simplified guide has assisted students in understanding APA. The

	2) APA Business Guide was created and was implemented in courses in Fall 2022.			impact on senior papers from its use in Intro to Business will be determined when freshmen take the capstone course as seniors.
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2. Please discuss the program, review the assessment assignment and criterion line scores from 21-22 and fall 2022, and list your plans for improvement over the next year.

2023 Improvement Plan

#	Action	Rationale/Data	Person Responsible	Timeline
1	Curriculum changes implemented 8/22 creating three courses.	Three courses adjusted to the curriculum context concerning written and oral communication.	James Russell	8 semesters
2				
3				

Program Improvement Planning		
Program	Chair	Program Team
International Business & Ministry		James Russell – Wendy Wells-O’Rear

1. Review the Program Improvement Plan from January 2022

- List the recommendations made
- Note if they were implemented or not
- Evaluate the effect of the change – use WPA assignment and criterion scores, observations, etc. as appropriate

#	Recommendations	Did We Do This?		Effect of Change
		Yes	No	
1	No recommendations. Mean goal met.		X	No change.
2	No recommendations. Mean goal met.		X	No change.
3	Oral Communication -three courses added curriculum requiring students to complete projects/presentation.	X		Curriculum implemented 8/22.
4	No recommendations. Mean goal met.		X	No change.

5	1) Written Communication -three courses added curriculum requiring students to complete projects/presentation. 2) APA Business Guide was created and was implemented in courses in Fall 2022.	X		1) Curriculum implemented 8/22. 2) The simplified guide has assisted students in understanding APA. The impact on senior papers from its use in Intro to Business will be determined when freshmen take the capstone course as seniors.
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2. Please discuss the program, review the assessment assignment and criterion line scores from 21-22 and fall 2022, and list your plans for improvement over the next year.

2023 Improvement Plan

#	Action	Rationale/Data	Person Responsible	Timeline
1	Curriculum changes implemented 8/22 creating three courses.	Three courses adjusted to the curriculum context concerning written and oral communication.	James Russell	8 semesters
2				
3				

Program Improvement Planning		
Program	Chair	Program Team
Management	Bill Crawford	Lanelle Chase and Megan Weinkauf

1. Review the Program Improvement Plan from January 2022

- List the recommendations made
- Note if they were implemented or not
- Evaluate the effect of the change – use WPA assignment and criterion scores, observations, etc. as appropriate

#	Recommendations	Did We Do This?		Effect of Change
		Yes	No	
1	No recommendations were requested or needed at this time. Continuous evaluation of the program outcomes will be assessed on a yearly basis.	X		
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1a – The recommendations from last year were due to the data and how it was formatted in the reports.

2. Please discuss the program, review the assessment assignment and criterion line scores from 21-22 and fall 2022, and list your plans for improvement over the next year.

2023 Improvement Plan

#	Action	Rationale/Data	Person Responsible	Timeline
1	The current assignment meets the requirements for assessment. Continuous evaluation of the program will be assessed on a yearly basis.		Bill Crawford/Megan Weinkauf	
2				
3				

Program Improvement Planning		
Program	Chair	Program Team
Marketing	Dr. Bill Crawford	Megan Weinkauff & Lanelle Chase

1. Review the Program Improvement Plan from January 2022

- List the recommendations made
- Note if they were implemented or not
- Evaluate the effect of the change – use WPA assignment and criterion scores, observations, etc. as appropriate

#	Recommendations	Did We Do This?		Effect of Change
		Yes	No	
1	It might be a good idea to include the goals and measurement tools in the same plan process for easy reference.	x		Improved analysis and student understanding of desired student outcomes of the assignment.
2	Perhaps as a future reference it will be beneficial to list faculty involved in the improvement plan		x	Not university practice.

3	Insert page numbers for all document pages.		x	Already in place.
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2. Please discuss the program, review the assessment assignment and criterion line scores from 21-22 and fall 2022, and list your plans for improvement over the next year.

2023 Improvement Plan

#	Action	Rationale/Data	Person Responsible	Timeline
1				
2				
3				