2015-16 End-of-Year Report
Academic Department Success Plan

Department: Management, Information Systems, and Business Education

Department Chair: Chia-An Chao

Person Primarily Responsible for Preparing this Report:
Chia-An Chao

1. **Specific accomplishments/achievements this past year** (*briefly explain using bullet points, noting any changed/adapted*)**:**

- **Four year graduation rate**: The MISBE department's four year graduation rate (latest department) increased 7% from 20.83% (Fall 2011 cohort) to 27.91% (Fall 2012 cohort).

- **Average years to graduation:** The number of MISBE degrees conferred increased slightly, and the average year to graduation decreased from 4.28 to 3.9 years.

		Degree Conferred Count	Distinct Graduates	Avg Final GPA for Degree	Avg Total Credits for Degree	Avg Years to Graduation
2014-2015	All Degrees	41	41	3.01	136.95	4.28
2015-2016	All Degrees	43	43	3.01	134.40	3.9

- **SCH production and S/F Ratio:** MISBE faculty UG SCH production and student-factor ratio increased by 3.4% and 6.5% respectively. The percentages of successfully completed undergraduate and graduate credits both increased.

	2014-15	2015-16
SCH Production Lower Division	5,256.0	4,489.0
SCH Production UG	9,140.0	9,454.0
SCH Production GR	294.0	291.0
% Successfully Completed Lower Div	85.56%	84.79%
% Successfully Completed UG	88.32%	88.90%
% Successfully Completed GR	93.88%	95.88%
Faculty Count	21	19
Faculty FTE Adjusted	13.8	13.4
Student FTE	316.9	327.3
S/F Ratio Adjusted	23.0	24.5

- **MIS Online:** MIS program faculty assessed and approved the feasibility of offering MIS degree online and prepared a course conversion schedule to begin putting the program online. As of August 30 2016, the program admitted 3 online MIS majors.

- **Management curriculum update:** Management program faculty reviewed existing curriculum and identified three concentration areas (Human Capital Management, Entrepreneurship, and International Business) along with potential courses in each concentration area.

- **Healthcare Analytics Certificate Program:** MISBE faculty developed and received approval for an undergraduate Healthcare Analytics Certificate program. The program is designed to enhance the

professional preparation of degree-seeking students at ISU and career advancement opportunities of working professionals. In addition, the program addresses the healthcare data analyst shortage problem in Indiana and beyond. The program uses existing SCOB courses for its required courses and a combination of SCOB and CHHS courses as electives.

- **Student international experience:** MISBE faculty led two course-embedded study abroad trips: Italy (Fall 2015; 18 students) and Thailand (Spring 2016; 12 students). Most students received partial funding support from the Center for Global Engagement and the MBA program. The Center for Student Research and Creativity and the Networks Financial Institute also provided additional funding in some cases.

- **Student professional development and learning coaches:** MISBE faculty developed new Meis Center programming and initiatives (in collaboration with the Career Center). MISBE students participated in 446 professional development sessions in the categories of Business Concepts, Communications, Global Awareness, Problem Solving, and Professional Skills. In addition, Meis Center made available learning coaches, an important resource, to students in gateway courses including BUS 180.

2. **Objective/Actions Not Achieved (*briefly explain using bullet points*):**

Freshmen retention: The MISBE department did not achieve its freshmen retention goal. The Fall 2015 target/actual were 68%/50% (latest department).

Further analysis of the academic standing of Fall 2015 cohort revealed that 28% of the student were on probation (PR).

The high school GPA table shows that in Fall 2015 the group with the lowest retention rate was the 13 students (40% of Fall 2015 cohort) in the 2.5-2.75 GPA range.

	Fall 2014	Fall 2014	Fall 2015	Fall 2015
	Cohort Total	Cohort Retention %	Cohort Total	Cohort Retention %
3.500 - 4.000	12	83%	2	100%
3.000 - 3.499	16	56%	11	64%
2.750 - 2.999	5	60%	2	50%
2.500 - 2.749	6	67%	13	31%
2.250 - 2.499	5	60%	4	50%
2.000 - 2.249	1	100%		

Extending the first-year retention and high school GPA analysis further back in time, changes in MISBE first-year retention rates seem to fluctuate along changes in the distribution of freshmen high school GPA, as depicted in the chart below. This information offers some insight into first-year retention rate and will help us determine appropriate interventions and resources to help our students be successful.
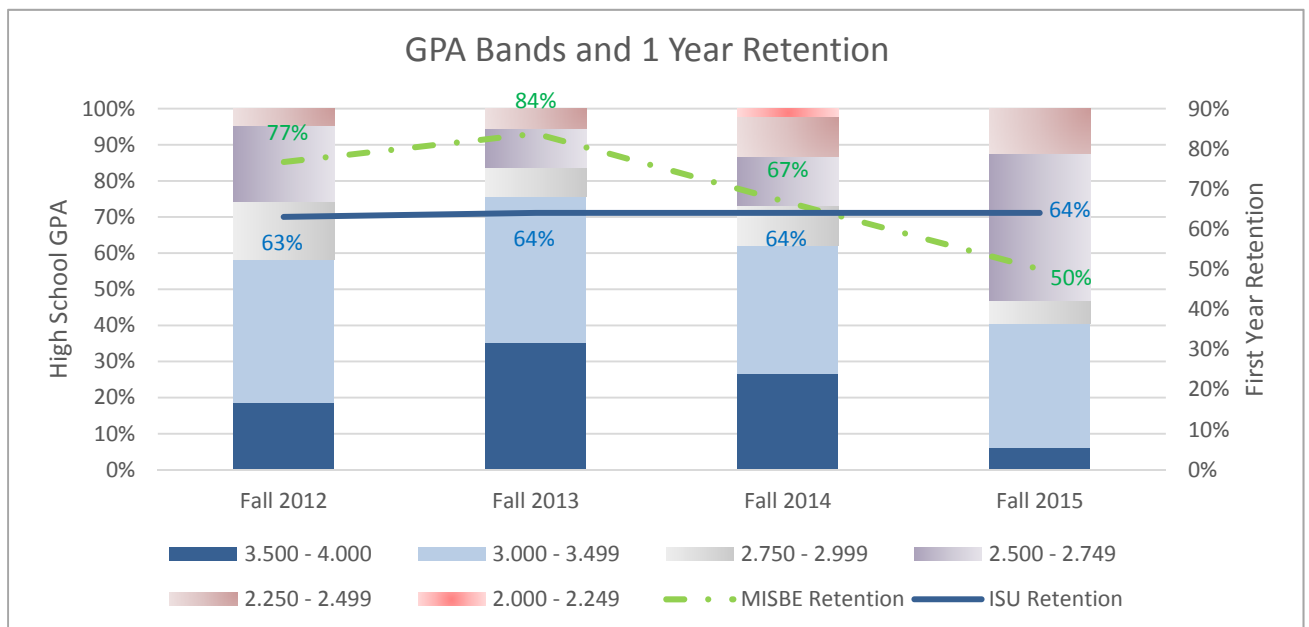
3. **Looking ahead, briefly describe changes, additions, or subtractions that need to be made to your goals and/or action steps, including with respect to their linkage to student learning outcomes.**

    - **Improve freshmen retention**
        - To address the retention shortfall, the department is working with SCOB Associate Dean to create an early warning system in BUS 100 to identify freshmen who are at risk.
        - Other interventions and resources to increase freshmen retention are also being investigated.
    - **Update curriculum and offer degree program online**
        - Management program – gather stakeholder input to validate updated curriculum/concentration areas; revise and develop courses.
        - MIS program – convert all required courses and most electives for online delivery.
        - MIS curriculum – review prerequisites and identify other streamlining opportunities.
        - Healthcare analytics certificate program – promote the program to SCOB and CHHS majors as well as working professionals.

4. **Do you see opportunity for this project to work more closely with another department, college, or unit such that greater impact might be possible (*briefly explain)?***

    - The MISBE department continues to work closely with other SCOB departments on matters pertaining to the SCOB common core curriculum. Other key partners are SCOB Undergraduate Student Services and University College on such important matters as student advisement and freshmen retention.
    - COT, CHHS, OIT, and Career Services are also key partners of the MISBE department in identifying and developing experiential learning and career readiness opportunities through coursework and/or co-curricular activities.

5. **Is there anything else about your initiative you feel important to detail?**

    - Curriculum update and offering degree program online to meet the needs of industry and the interests of current and prospective students are key items on the MISBE department agenda. Such efforts will help the department boost student enrollment, increase retention, and achieve student success goals.