



Academic Department Student Success Plan Update: 2015-2018



Context for Plan Updates

At the August 27, 2015 Board of Trustees meeting, the Board reinforced that their number one priority for Indiana State was the improvement of the graduation rate, a statistic that for at least 15 years has doggedly stayed at approximately 20% in four years and 40% in six years. These statistics have been true despite 1st year retention rates that have fluctuated approximately 16 percentage points, a freshmen enrollment that has fluctuated up and down by more than 1,200 students, and average SAT scores that have varied more than 40 points, factors that one might normally think would impact a graduation rate. Truthfully, however, attention to graduation has only been a recent phenomenon as the state and nation have shifted the conversation about college from one of access to one of both access and completion.

A graduation rate is among the most difficult metrics to impact; four and six years are simply a long time and changes take time to work through the system. With the launch of the ISU Strategic Plan, much has been put into place to impact student success. This fall, the fruits of that effort have shown promising evidence of payoff. Our 2014-15 four-year graduation rate rose 3.9% in one year to 23.3%, the largest one year increase and the highest this statistic has ever been as long as this metric has been measured. It is also an annual increase that few institutions nationally realize. Hence, we now know that intentional effort can result in a more efficient educational experience and that when linked to ensuring that it is a high quality one, students benefit enormously.

Focused efforts at the department level are an important part in continuing the momentum. Utilizing the tools of good planning as reflected in this plan template, academic departments are asked to formulate updated goals, action steps, and benchmarks in two areas, retention (freshmen) and persistence to completion (sophomores through seniors). Departments that do not teach undergraduates are welcome to adapt this template for their purposes working with graduate students.

Blue Reports on the Institutional Research website as well as resources and reports on the Office of Student Success and University College websites are rich sources of data and insight on what departments can do. A new ISU report that has been provided to all department chairs entitled, *Why Undergraduate Students Leave Indiana State University* summarizes much of the research on ISU students into five themes and provides a list of 10 action areas that research has shown departments can impact student success. The Board of Trustees also has a priority on career readiness and thus strengthening a partnership with the Career Center, as informed by data from the *First Destination Surveys*, also facilitates student success and should be embedded in plans.

Thank you for your efforts and commitment to this top institutional priority.

Sincerely,

Michael Licari
Provost & Vice President for Academic Affairs

Joshua Powers
Associate Vice President for Student Success

Academic Department Student Success Plan Update 2015-2018

Department: Management, Information Systems, and Business Education (MISBE)

Department Chair: Kelly Wilkinson

Department Mission: College Mission: The Indiana State University Scott College of Business is dedicated to providing an internationally-accredited professional education to qualified students at both the undergraduate and master's levels. Our primary focus is to provide an experiential learning environment that prepares students to take leadership roles in both public and private organizations. In tandem with this commitment, the College supports, encourages, and produces applied and educational research, development of relationships with the business community, and service to the region and the professions.

Department Freshmen (1st year) Retention¹ Goal(s):

The SCOB one year Retention Rate was 71.23%. The MISBE rate was below the college rate; 63.41%

Action Steps (with dates & person(s) responsible):

- A bootcamp was developed for BUS 100 to incorporate several sessions offered by the Meis Center into BUS 100. The sessions incorporated into BUS in Fall 2015 are:
 - Welcome to SCOB and the Meis Center!
 - Professional Communication
 - Note Taking
 - How to Dress like a Professional
 - Classroom Etiquette
 - Career Fair Prep
 - Appropriate Use of Social Media

Timeframe: Created and implemented Fall 2015 Responsible person: Kelly Wilkinson
- Freshmen have to attend other Meis Center sessions focus on more freshmen sessions in the spring semester particularly students in BUS 180. (All faculty teaching freshmen)
Timeframe: In place Fall 2015, responsible person: Meis Center Leadership Team
- Creation of the Four Year Professional Plan. This collaborative project with Career Services “marries” the career readiness program of the university with the specific professional development needs of the SCOB student. Freshmen will be encouraged to enroll in the career readiness program.
Timeframe: Fall 2015 responsible people: Meis Center Leadership Team and Career Services
- Offer eight week sections of BUS 100 and BUS 180. These are freshmen courses that impact freshmen retention in the SCOB. Offering BUS 100 and BUS 180 in eight week sessions will allow students who are failing to drop BUS 100 or BUS 180 and pick it up in the second eight weeks.

<i>Retention Benchmarks</i> ² (by latest department)	Fall 2012 Cohort: 75.0%	Fall 2013 Cohort: 80.65%	Fall 2014 Cohort: 62.50%
	Fall 2015 target: 68%	Fall 2016 target: 70%	Fall 2017 target: 72%

¹ Departments w/o undergraduates can adapt the retention and persistence to completion sections to serve their graduate student success purposes or alternatively, integrate into the Other Goal(s), Action Steps, and Benchmarks of focal interest to department section at the end of the template.

² Department level current and historical retention and completion benchmark data to be integrated into the plan can be found through Blue Reports: <http://irt2.indstate.edu/cms/ir/blue-reports/>.

Other Freshmen Retention related benchmarks of focal interest to department³

Number of freshmen registering for career readiness path

Fall 2015 Target	Fall 2016 Target	Fall 2017 Target	Fall 2018 Target
25 students	30 students	50 students	60 students

Number of freshmen passing BUS 100

Fall 2015 Target	Fall 2016 Target	Fall 2017 Target	Fall 2018 Target
75%	80%	82%	85%

Department Persistence to Completion Goal(s):

Curriculum revisions for Management Information Systems and Management.

Meis Center creation of learning coaches to help students through designated “barrier” courses.

Action Steps (with dates & person(s) responsible):

Curriculum Revisions for Management Information Systems (MIS)

- Work to put program online (MIS faculty-Fall 2016)
- Create Healthcare minor/certificate (Chao and Harder- Fall 2016)
- Revise MIS curriculum based on industry needs (MIS faculty Fall 2016)
- Work on Integrated IT major with COT, OIT, and Math and Computer Science (Wilkinson, Fall 2016)

Curriculum Revisions for Management

- Work to put program online (Management faculty-Fall 2016)
- Create concentrations; Entrepreneurship, Human Resource Management, and Management to help students define their major and develop better matches for internships. (Management faculty Fall 2016)
- Review and revise core management courses to ensure courses meet industry needs. Management (Management faculty Fall 2016)

<i>Completion Benchmarks</i> (by original/latest department)	Fall 2009 Cohort:	Fall 2010 Cohort:	Fall 2011 Cohort:
	34.38%/38.0%	23.33%/20.0%	26.83%/20.83%
	Fall 2012 target:	Fall 2013 target:	Fall 2014 target:
	26%	28%	30%

Other Persistence to Completion related benchmarks of focal interest to department

Attendance of Meis Center Events particularly Career Fair

Participation in Professional Development Plan

Other Goal(s), Action Steps, and Benchmarks of focal interest to department⁴:

Benchmarks Students	Academic Year 2014-15 Official:	Academic year 2015-2016
Attending Meis Events	612 students	675 students
Participation of Professional Development Plan	100	150

³ A retention and completion rate is an essential benchmark, but it is not necessarily the only benchmark of interest to a department. Others of interest to the department can be integrated as well.

⁴ Departments may have student success related goals, action steps, and benchmarks that do not fit neatly into the other categories. If so, feel free to place them here.