

# 2016-17 Department Student Success Plan Assessment Report

## Human Resource Development and Performance Technologies

Please answer the following questions in two pages and submit to your Dean by October 2. Your Dean will offer you feedback by Oct. 16 and advance final version<sup>1</sup> to Academic Affairs by October 20. This report will inform your 2017-18 Student Success Plan update that will be due to your Dean by Nov. 3. Previous report and plans can be found at this website: <http://irt2.indstate.edu/cms7/sp16/index.cfm/department-plans/>.

**Person Primarily Responsible for Preparing this Report:** Dr. Amanda Muhammad

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

The HRDPT TEAM:

1. We believe the initiatives put in place have had a positive effect on Course Completion Ratios.
  - a. Increased undergraduate Course Completion Ratios from previous academic year for upper division courses (2.17%).
2. We believe the establishment of professional advising for 'Sophomores thru Junior First Semester' and 'Transfer Students' has had a positive effect on End of Term Performance.
  - a. Increased spring average credit hour enrolled (0.09) and earned (0.20) from previous academic spring semester.
3. Participated in New Student Orientation, spoke with students/families in small groups about their chosen majors and answered academic content-related questions for approximately 25 minutes per NSO; Number of students who attended vary.
4. Sent representatives participated in COT Residential Housing Program open house aim at linking themed housing to specific learning communities/courses during students' first year.
5. Participated in planned retention/persistence events and programs in the COT. Each event was developed to assist students in gaining information (fall welcome, priority registration, career center services, last day to drop, It's on Blue, priority registration etc.) that will assist them in persisting.
6. Representatives attended weekend advising sessions to assist students in taking advantage of priority registration. Emails were also sent to remind students.
7. Continued with pre-graduation checks of all students who have applied for graduation so that deficient requirements can be met prior to graduation.
8. Assessed and reconstructed the TAM program curriculum to address most current industry needs. Numerous courses, as well as the TAM major and minors were enhanced to move away from the FCS frameworks.
9. Required all new HRD freshmen to attend the Student SHRM Chapter monthly meetings to learn about career paths and to network. Approximately 276 students attended throughout the academic year.
10. Collegiate SHRM Chapter participated and received a Superior Merit Award for the past two years for outstanding projects and activities. All activities promoted professional development, leadership, and philanthropic initiative and follow the SHRM workbook.
11. TAM students are encourage or required to attend or participate in activities, depending on course (TAM 111, 214, and/or 216), organized by the students Fashion and Merchandising Association. During the academic year, FMA organized team bonding, career

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<sup>1</sup> Dean will request a refinement to the report if it is not suitably addressing the questions. Report will be shared with Trustees.

opportunities/discussions, and philanthropic activities such as the Sycamore Closet pop-up shop.

12. Required TAM students to apply for or participate in, summer internships and other career development opportunities (TAM 416, 418, & 497); approximately 15 students participated.
13. Participated in undergraduate research initiatives (Student Experiential Learning in Research) and independent study courses in the HRD & TAM programs aimed at enhancing students' academic success.

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

1. Marketing and communication efforts with HRDPT website and social media pages need to be given additional attention to enhance effectiveness.
2. Creation of advisory boards for HRDPT programs were not fully addressed.
3. Enhance the connections between recent and past graduates of HRDPT programs through alumni surveys that consider student success initiatives such as requesting their assistance to serve as guest speakers, advisory board members, contributing to scholarship funds etc.
4. Initiatives to address the decreasing number of students entering and successfully learning the HRDPT department.

**3. Attention areas going forward as informed by 2016-17 retention, completion, course completion ratio, credit hour productivity, and D/F/drop rate data provided as well as other Blue Report or departmental data (briefly explain using bullet points).**

1. Department will include specific department discussions during meetings to address the less than desired department data and how to strategically address each area of concern. Possible workshops/discussions around:
  - a. Enhancing first and second year students learning and retention offered by the Center for Teaching and Learning as well as those developed by faculty within the department.
  - b. Developing initiatives to create stronger connections between lower and upper level students and students and faculty.
  - c. Enhanced marketing initiatives
  - d. Enhancing students' sense of belonging and pride in their field of choice.
  - e. Develop faculty driven initiative groups, aimed at enhancing student retention and graduation rate within the department.
2. Decrease in lower division course (-6.63%) completion ratio.
  - a. Will examine DWF rates in lower division major specific courses to enhance student success rates.
3. Decrease in fall average credit hour enrolled (-0.19) and fall average credit hour earned (-0.65) from previous academic fall semester.
  - a. Will examine DWF rates in major specific courses and consult with faculty advisors and COT professional advisors to enhance student success.
4. Decrease in cohort size by *Original* (-14) and *Latest* (-37) college/department.
  - a. While this decrease in enrollment was anticipated due to the recent changes with SACM students, we need to promote our programs more so that enrollment will stabilize or increase.
5. Decrease in retention rate by *Original* (-10.77%) and *Latest* (-13.43%) college/department.
  - a. We have noted a steady drop in freshman retention since fall 2013. Will examine DWF rates in major specific courses and work with University College regarding intrusive advising.
6. Decrease in graduation rate by *Original* (-5.71%) and *Latest* (-2.45%) college/department.
  - a. More effort needs to be given to the auditing of four-year plans and curriculum to ensure the removal of curricular barriers.