

# Program Action Plan for Business

## Implementation of Program Review Recommendations

### Developed from Program Review Conducted 2008-2010

The Program Action Plan is an agreement among the Provost, Dean of Faculty, and Program Chair to implement recommendations that emerged during the program review process. These recommendations were derived from the program's self-study, the external review, and the PARC review. Through the Program Action Plan, the goal is to integrate program review results into Academic Affairs planning and budgeting. To the extent that resources and changes in program and division strategic priorities permit, the Action Plan identifies two-year and five-year targets for implementation of recommendations.

				TWO YEAR PLAN	FIVE YEAR PLAN
REVIEW RECOMMENDATIONS	PROGRAM CITATION AND RATIONALE	RESPONSIBLE PARTIES	RESOURCE IMPLICATIONS	DELIVERABLE 2012	DELIVERABLE 2015
<b>PROGRAM PURPOSE AND UNIVERSITY GOALS</b>					
Examine Smith School mission statement for alignment with University Mission and with student learning goals.	Expectation in AACSB standards and PARC review (p. 2)	Director	Strategic Plan	Smith School Strategic Plan will be updated in fall 2011. AACSB accreditation may NOT necessarily be a five year goal; therefore other comments related to this Program Action Plan may not be applicable in the 2012-2015 time frames.	Smith School Strategic Plan will be updated in the fall 2014.
Examine Smith School structure to encourage deep faculty involvement.	PARC review (p. 2) External review (p. 5)	Director		New Academic Affairs restructuring in fall 2011 will lead to re-examination of Smith School structure	Modify Smith School structure as needed – principally based on increased enrollments
Develop ways to communicate with local business, donors, and alumni.	PARC review (p. 2) External review (p. 5). External reviewers recommend newsletter and/or annual report.	Director	Use of BAC and B&TP	Smith School produces an Annual Accomplishments memo and distributes it to BAC. In future, distribute to B&TP	Smith School will produce an Annual Accomplishments memo and distribute it to BAC and B&TP
<b>ACHIEVING EDUCATIONAL OUTCOMES/ASSESSMENT</b>					
Align course learning outcomes with program outcomes.	PARC review (p. 2) PARC recommends outcomes be aligned to the mission. External Reviewers suggest a plan to identify effective interdisciplinary courses. (p. 5)	Director/Faculty	Assessment Plan	All course SLO have been aligned with PLG	All course SLO have been aligned with PLG
Develop calendar of assessment of learning outcomes by course.	PARC review (p. 3) External review (p. 6)	Director/Faculty	Assessment Plan	Calendar of Assessment has been created. All courses are assessed each semester; all courses use "Closing the Loop" each semester. All assessment results are analyzed in summers.	Calendar of Assessment has been created. All courses are assessed each semester; all courses use "Closing the Loop" each semester. All assessment results are analyzed in summers.
Assessment schedule needs to be adopted and implemented.	PARC review (p. 2) External review (p. 6)	Director/Faculty	Assessment Plan	Calendar of Assessment has been created. All courses are assessed each semester; all courses use "Closing the Loop" each semester. All assessment results are analyzed in summers.	Calendar of Assessment has been created. All courses are assessed each semester; all courses use "Closing the Loop" each semester. All assessment results are analyzed in summers.

# Program Action Plan for Business

## Implementation of Program Review Recommendations

### Developed from Program Review Conducted 2008-2010

				TWO YEAR PLAN	FIVE YEAR PLAN
REVIEW RECOMMENDATIONS	PROGRAM CITATION AND RATIONALE	RESPONSIBLE PARTIES	RESOURCE IMPLICATIONS	DELIVERABLE 2012	DELIVERABLE 2015
Collect program level assessment data and show program changes responding to them.	PARC review (p. 2 and 3) PARC recommends a use of an assessment rebirc on a 3 and 5 year schedule.	Director/Faculty	Assessment Plan	Currently assess all PLG each semester. Disagree with recommendation to alternate on yearly basis	Currently assess all PLG each semester. Disagree with recommendation to alternate on yearly basis

# Program Action Plan for Business

## Implementation of Program Review Recommendations

### Developed from Program Review Conducted 2008-2010

				TWO YEAR PLAN	FIVE YEAR PLAN
REVIEW RECOMMENDATIONS	PROGRAM CITATION AND RATIONALE	RESPONSIBLE PARTIES	RESOURCE IMPLICATIONS	DELIVERABLE 2012	DELIVERABLE 2015
<b>DEVELOPING RESOURCES TO ENSURE SUSTAINABILITY</b>					
Improve ratio of full- to part-time faculty.	PARC review (p. 3) External review. (p. 7). Business self-study (p. 1 and 2) External review recommends at least five more tenure track faculty need to be hired, but this number may be 'closer to 8 or more' (p. 7)	Provost/Dean/Director	Hiring Plan	Hiring proposals – including justifications based on continuous improvement are made to Provost as requested	Hiring proposals – including justifications based on continuous improvement are made to Provost as requested
Develop compelling case for expanding the number of faculty, including AACSB goals and impact of the quality of the program for students.	PARC summary review. (p. 5)	Provost/Dean/Director	Hiring Plan	Hiring proposals – including justifications based on continuous improvement are made to Provost as requested	Hiring proposals – including justifications based on continuous improvement are made to Provost as requested
Develop clearer standards for rating faculty as 'academically' and 'professionally' qualified.	PARC review (p. 3) and AACSP criteria for accreditation.	Director		This relates to AACSB criteria and Smith School may choose NOT to pursue AACSB accreditation and, therefore, these criteria may not be relevant	This relates to AACSB criteria and Smith School may choose NOT to pursue AACSB accreditation and, therefore, these criteria may not be relevant
Reduce faculty workload to ensure sufficient research productivity.	PARC review (p. 3)	Director	To be continued	Smith School already grants one course reassigned time to every tenure/track faculty member each semester. This is a substantial commitment of Smith School resources to encourage research productivity.	Smith School already grants one course reassigned time to every tenure/track faculty member each semester. This is a substantial commitment of Smith School resources to encourage research productivity.
Standardize faculty vita for reporting to outside reviewers (including AACSB)	Suggestion made by external reviewers. (p. 8)	Director		Will be completed for next Program Review	Will be completed for next Program Review
Hire additional support staff.	PARC summary review. (p. 5) External review (p.8) External review suggests, as funding allows, for hiring one dedicated advisor. (p.7)	Provost/Dean/Director	Staffing Plan	Will request authorization from Provost as budget and requirements increase	Will request authorization from Provost as budget and requirements increase

# Program Action Plan for Business

## Implementation of Program Review Recommendations

### Developed from Program Review Conducted 2008-2010

				TWO YEAR PLAN	FIVE YEAR PLAN
REVIEW RECOMMENDATIONS	PROGRAM CITATION AND RATIONALE	RESPONSIBLE PARTIES	RESOURCE IMPLICATIONS	DELIVERABLE 2012	DELIVERABLE 2015
<b>CREATING A LEARNING CENTERED ORGANIZATION/STRUCTURE</b>					
Develop on-going system of planning.	PARC review (p. 3) External review. (p 9) PARC recommends a) calendar of updates to the plan, b) measuring achievement of prior goals, c) and linking learning outcomes assessment to new goal development.	Director	Revisit Strategic Plan	Smith School Strategic Plan will be updated in fall 2011. AACSB accreditation may NOT necessarily be a five year goal; therefore other comments related to this Program Action Plan may not be applicable in the 2012-2015 time frames. Smith School Strategic Plan will be updated in the fall 2014.	Smith School Strategic Plan will be updated in fall 2011. AACSB accreditation may NOT necessarily be a five year goal; therefore other comments related to this Program Action Plan may not be applicable in the 2012-2015 time frames. Smith School Strategic Plan will be updated in the fall 2014.
Incorporate in its Strategic Plan specific steps to prepare for AACSB accreditation.	PARC review (p. 4) External review (p. 9) PARC and external review recommends that the Smith School participate in AACSB pre-accreditation activities.	Director		May not be relevant if Smith School decides NOT to pursue AACSB accreditation during this time frame	May not be relevant if Smith School decides NOT to pursue AACSB accreditation during this time frame

Other Comments: