

## Standard #6 – Organizational Performance Results, Table 6.1

		Analysis of Results																			
Performance Measure/ Measurable Goal	Measurement Instrument or Process	Current Results	Analysis of Results	Action Taken or Improvement Made	Tables of Resulting Trends																
<p>S1: Strategic Plan Priority One – Performance Targets</p> <p>A. Increase Student Credit Hour Production by 10% over five years.</p> <p>Goal period is for academic years 2011/12 – 2016/17</p>	<p>Credit Hour Production Reports as reported by the university each semester and then summarized into an annual performance report.</p>	<p>We continue to see year over year growth in SCH production in the school. We established a target for SCH production in our 2013 Strategic Plan to achieve 11,359 hours by 2016/17. At that time our yearly baseline was 10,310, so are target was a 10% increase. We achieved our target in 2015/16, one year ahead of our planned goal.</p> <p>2011/12 – 10,310 2012/13 – 10,685 2013/14 – 11,302 2014/15 – 11,216 2015/16 – 11,425 2016/17 – 11,378 2017/18 – 11,359</p>	<p>Our planning and execution that included increased enrollment and new certificate programs helped our school meet expectations in year three of our plan. Budget challenges along with a dip in enrollment resulted in a drop in performance in the fourth year. We have met expectations in three of the last five years. We are working to get back to the 11,359 mark in AY 2018/19.</p>	<p>We have created a Freshmen Scholars Program, Scholar Leader Program, and recruited students of higher quality over the last four years. We added a new required course effective Fall 2015 for all business majors — BUS 1113 Foundations of Business. We expected these moves to increase overall retention thereby increasing SCH production. In addition, BUS 1113 has generate an additional 450 student credit hours each year. We also added a new Master in Management degree program in 2016/17 that is generating 400 new student credit hours. Results have been achieved after the elimination of our Organizational Leadership Program in AY 2016/17.</p>	<p><b>Student Credit Hour Production</b></p> <table border="1" style="display: none;"> <caption>Student Credit Hour Production Data</caption> <thead> <tr><th>Year</th><th>Credit Hours</th></tr> </thead> <tbody> <tr><td>2011/12</td><td>10,310</td></tr> <tr><td>2012/13</td><td>10,685</td></tr> <tr><td>2013/14</td><td>11,302</td></tr> <tr><td>2014/15</td><td>11,216</td></tr> <tr><td>2015/16</td><td>11,425</td></tr> <tr><td>2016/17</td><td>11,378</td></tr> <tr><td>2017/18</td><td>11,359</td></tr> </tbody> </table>	Year	Credit Hours	2011/12	10,310	2012/13	10,685	2013/14	11,302	2014/15	11,216	2015/16	11,425	2016/17	11,378	2017/18	11,359
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<p>S1: Strategic Plan Priority One – Performance Targets</p> <p>B. Increase the number of undergraduate and graduate degrees awarded by 53% or 147 degrees.</p> <p>Goal period is for academic years 2011/12 – 2016/17.</p>	<p>Degrees Awarded Report as reported by the university each semester and then summarized into an annual performance report.</p>	<p>Our baseline from 2011/12 was 96 degrees awarded. Our most recent full academic year completed was 2016/17 and we awarded 185 degrees for a 93% increase.</p> <p>2011/12 – 96 2012/13 – 115 2013/14 – 130 2014/15 – 135 2015/16 – 140 2016/17 – 185 2017/18 – 56 (Fall Only)</p>	<p>Our Strategic Plan objective was very aggressive yet we were able to meet the objective with higher enrollment over the past two years and the addition of new business certificates.</p>	<p>We improved the overall quality of our student recruits over this period as demonstrated by the increase in our incoming freshmen ACT scores. We have improved our incoming scores by 2 points, from an average of 19 to a current score average of 21. Our BS Accounting Program is showing an incoming ACT average score of 22. We also established new certificate programs with a current enrollment of 139 students. The improvement in quality of recruits is expected to increase overall retention thereby increasing degrees awarded. The new certificate programs will increase degrees awarded.</p>	<p><b>Degrees Awarded</b></p> <table border="1" style="display: none;"> <caption>Degrees Awarded Data</caption> <thead> <tr><th>Year</th><th>Degrees Awarded</th></tr> </thead> <tbody> <tr><td>2011/12</td><td>96</td></tr> <tr><td>2012/13</td><td>115</td></tr> <tr><td>2013/14</td><td>130</td></tr> <tr><td>2014/15</td><td>135</td></tr> <tr><td>2015/16</td><td>140</td></tr> <tr><td>2016/17</td><td>185</td></tr> <tr><td>2017/18</td><td>56 (Fall Only)</td></tr> </tbody> </table>	Year	Degrees Awarded	2011/12	96	2012/13	115	2013/14	130	2014/15	135	2015/16	140	2016/17	185	2017/18	56 (Fall Only)
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<p>S1: Strategic Plan Priority One – Performance Targets</p> <p>C. Increase the number of undergraduate and graduate majors by 15% or 625 students.</p> <p>Goal period is for academic years 2011/12 – 2016/17.</p>	<p>Majors Awarded Report as reported by the university each semester and then summarized into an annual performance report.</p>	<p>Our baseline from 2011/12 was 542 majors as reported in the Fall semester. Our most recent academic year completed was Fall 2017 and we reported 625 majors for a 15.3% increase. We surpassed our Strategic Plan target of 625 majors one year ahead of plan.</p> <p>2011/12 – 542 2012/13 – 545 2013/14 – 654 2014/15 – 639 2015/16 – 584 2016/17 – 568 2017/18 – 625</p>	<p>Recruiting better students improves our overall results. Our new Certificate Programs are being well received by current and new students. This is becoming a strategic advantage in recruiting. The scholar programs are improving the culture of our school and increasing student engagement.</p>	<p>We had the largest incoming freshmen classes on record in 2013 and 2014, but have dropped back to normal incoming freshman classes over the last three years. We eliminated the Organizational Leadership Program in 2016/17, but added a new Master in Management (MiM) Program that same year. That change will allow us to absorb the loss of a declining program while growing with a new one. In addition, our Master of Science in Accounting (MSA) program has started growing again.</p> <p>Current Majors: MSA – 52 (Fall 2017) MiM – 21 (Fall 2017)</p>	<p><b>Majors</b></p> <table border="1" style="display: none;"> <caption>Majors Data</caption> <thead> <tr><th>Year</th><th>Majors</th></tr> </thead> <tbody> <tr><td>2011/12</td><td>542</td></tr> <tr><td>2012/13</td><td>545</td></tr> <tr><td>2013/14</td><td>654</td></tr> <tr><td>2014/15</td><td>639</td></tr> <tr><td>2015/16</td><td>584</td></tr> <tr><td>2016/17</td><td>568</td></tr> <tr><td>2017/18</td><td>625</td></tr> </tbody> </table>	Year	Majors	2011/12	542	2012/13	545	2013/14	654	2014/15	639	2015/16	584	2016/17	568	2017/18	625
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<p>S2: Strategic Plan Priority Two - Faculty Compensation</p> <p>Increase average (full-time) faculty compensation by 20% from a baseline established on January 1, 2013 of \$71,758</p> <p>Goal period is for academic years 2011/12 - 2016/17 with a target to establish an average compensation level of \$86,110 by January 1, 2017.</p>	<p>Annual Salary Budget for the School of Business. Reported each year during of the as part of the Strategic Plan reporting period.</p>	<p>Effective January 1, 2018 the school average salary is \$81,558 for 15 full-time professors.</p> <p>2013 - \$71,758                      2014 - \$73,341                      2015 - \$76,151                      2016 - \$80,011                      2017 - \$79,190                      2018 - \$81,558</p>	<p>As of January 1, 2018 we have increased the average by \$9,800 for a 13.6% average increase. While making progress we are behind our Strategic Plan goal. It is very challenging to increase faculty compensation during a period of declining state appropriations and enrollment.</p>	<p>We created a Business Enrichment Fee of \$11.00 per student credit hour effective Fall 2014. This created a school enrichment fund that exceeds \$100,000 annually. We utilize this fund to reward faculty for taking on extra responsibility and supplement our faculty/school travel budget. We have also established Centers of Excellence with the directors for each center receiving annual salary supplements. Other increases have come from our endowments and university support.</p>	<p>Faculty Salaries</p> <table border="1" style="display: none;"> <caption>Faculty Salaries Data</caption> <thead> <tr> <th>Year</th> <th>Salaries</th> </tr> </thead> <tbody> <tr> <td>2011/12</td> <td>\$71,758</td> </tr> <tr> <td>2012/13</td> <td>\$73,341</td> </tr> <tr> <td>2013/14</td> <td>\$76,151</td> </tr> <tr> <td>2014/15</td> <td>\$80,011</td> </tr> <tr> <td>2015/16</td> <td>\$79,190</td> </tr> <tr> <td>2016/17</td> <td>\$81,558</td> </tr> <tr> <td>2017/18</td> <td>\$81,558</td> </tr> </tbody> </table>	Year	Salaries	2011/12	\$71,758	2012/13	\$73,341	2013/14	\$76,151	2014/15	\$80,011	2015/16	\$79,190	2016/17	\$81,558	2017/18	\$81,558
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