

Administrative and Educational Support Report*

Department of Accounting & Business Law

**Annual Action Plan
Annual Assessment Report**

June 2004 – May 2005

*Student Learning Outcomes for this department are available at
<http://ie.panam.edu/CoBALearningOutcomes.htm>



Annual Action Plan: June 1, 2004–May 31, 2005

Unit: Department of Accounting and Business Law

UTPA Mission: The University of Texas-Pan American (UTPA) serves the higher education needs of a rapidly growing, international, multicultural population in the South Texas Region. The University preserves, transmits and creates knowledge to serve the cultural, civic, and economic advancement of the region and the state. The University provides students advanced instruction in academic programs offered through innovative delivery systems that lead to professional certification, and baccalaureate, master’s and doctoral degrees. Through teaching, research, creative activity and public service, UTPA prepares students for lifelong learning and leadership roles in the state, nation and world community.

Division: Academic Affairs

Unit Head: Dr. Kent Fields

Unit Mission: The mission of the Department of Accounting & Business Law is to achieve excellence in accounting education by providing high quality instruction and curricula in our academic programs, relevant intellectual contributions, and professional service.

Unit Goal: The Department of Accounting & Business Law will produce well prepared graduates for accounting/business.

Link to UTPA Goal(s): 1. Ensure undergraduate student access and success

Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY05
Increase graduation rates. (1)	2	Increased number of students graduating in all accounting programs by 5%. Our baseline is 54 graduates for 2003-2004.	<ul style="list-style-type: none"> Offer undergraduate students the option to elect a professional program leading to receiving simultaneously a BBA and Master of Science in Accounting. The Master of Accountancy program will also be offered. Continue to maintain and strengthen our relationship with the Accounting Advisory Group, the Rio Grande 	Percentage increase in the number of accounting graduates.	<p>At least one additional faculty member will need to be hired at the rank of Assistant Professor or higher.</p> <p>\$250 of soft money is needed to pay for breakfasts of the Advisory Group.</p>

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			<p>Valley Chapter of CPAs, the business community and the Hidalgo County Bar Association. Their assessment of the quality of our graduates and their advice on strengthening their skills will be sought.</p> <ul style="list-style-type: none"> Increase the number of guest lecturers in both our Accounting & Business Law classrooms and in the Accounting Society meetings. 		None

Unit Goal:

The Department of Accounting & Business Law will attract outstanding faculty dedicated to outstanding teaching and intellectual excellence.

Link to UTPA Goal(s):

1. Ensure undergraduate student access and success

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Increase size of faculty. (2)	2	Increased number of full-time Accounting & Business Law faculty by at least one during the period.	<ul style="list-style-type: none"> Place ads in appropriate venues. Send position announcements to appropriate targeted institutions. Identify a pool of acceptable candidates, arrange on-campus interviews, and 	Increase in the number of faculty.	<p>\$500 for advertising positions</p> <p>\$500 for advertising positions</p> <p>Travel funds for candidates</p>

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			recommend the best candidate for the position.		

Unit Goal:

The Department of Accounting & Business Law faculty will produce recognized research that advances basic scholarship leading to the creation of new knowledge in business and accounting, applied scholarship fostering improvement in accounting practices, and pedagogical research to improve the content and delivery of academic programs.

Link to UTPA Goal(s):

1: Ensure undergraduate student access and success

Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY05
Increase faculty scholarship. (3)	2	Increased number of appropriate publications in the department by 5%.	<ul style="list-style-type: none"> Establish and maintain a research forum for discussing the on-going and completed research projects of faculty. Target high-quality publication outlets in the faculty development plans. Hire enough faculty to allow development of teaching schedules that enhance research opportunities. 	Count the number of publications and presentations.	<p>None</p> <p>Resources to hire one or more new faculty members at rank of Assistant Professor or higher.</p>



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Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
Increase graduation rates. (1)	2	Increased number of students graduating in all accounting programs by 5%. Our baseline is 54 graduates for 2003-2004.	Percentage increase in the number of accounting graduates	Graduated 71 students in AY 2004 indicating an increase of 30%.	Hired better academically qualified faculty.

Unit Goal: The Department of Accounting & Business Law will attract outstanding faculty dedicated to outstanding teaching and intellectual excellence.

Link to UTPA Goal(s): 1: Ensure undergraduate student access and success

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Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
Increase size of faculty. (2)	2	Increased number of full-time Accounting & Business Law faculty by at least one during the period.	Increase in the number of faculty.	One (1) additional faculty member was hire.	Expanded the search process and offered more competitive salary.

Unit Goal:

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Increase faculty scholarship. (3)	2	Increased number of appropriate publications in the department by 5%.	Count the number of publications and presentations.	Published 15 articles in AY 04 indicating an increase of 11% over AY 03.	Provided faculty released time for research.

Additional Resources Needed (if any) that were requested for FY06 during the budget cycle: None.