

# **Administrative and Educational Support Report\***

**Department of Accounting & Business Law**

**Annual Action Plan  
Annual Assessment Report**

**June 2007 – May 2008**

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



**Annual Action Plan: June 1, 2007–May 31, 2008**

**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:** Keith W. Lantz

**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.

**UTPA Goal:** Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.

**Academic Affairs Objective:** 1.A. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and improving continuance as measured in the key outcome measures associated with student in continuance degree programs.

**College/AVP Objective:** 1.A. The CoBA will develop and implement a systematic plan for collecting, reporting, benchmarking and continuously improving key outcome measures of student continuance in business degree programs.

Unit Objective (ACCBL)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
ACCBL will assist the CoBA in the development and implementation of a systematic plan for collecting, reporting,	Increase business students' 4-year graduation rate by 2 percent by the end of the 2007-08 academic year.  Increase business students'	To improve graduation, retention, and persistence rates, the ACCBL will 1) Review the accounting	1) During the spring semester, the CoBA will obtain national, state, peer and institutional graduation, retention and persistence rates for each department/discipline in the CoBA	One additional full-time graduate assistant to help in advising and collection of data.  30% increase in

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Unit Objective (ACCBL)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>benchmarking and continuously improving key outcome measures.</p>	<p>retention rate by percent by the end of the 2007-2008 academic year.</p> <p>Increase the quality of the students enrolled in accounting programs.</p>	<p>curriculum with this objective in mind, while meeting the unit's objective.</p> <p>2) ACCBL will offer more sections of our courses throughout the year.</p> <p>3) ACCBL will assist the CoBA in developing an admission plan that will require ACCBL students to develop a degree plan and a recommended plan of studies at the time of admission.</p> <p>4) Initiate an accounting student professional development program.</p> <p>5) Recruit the higher quality students.</p>	<p>and prepare a CoBA Student Continuance report that summarizes, analyzes and evaluates the information. The report will be disseminated to all departments by April 15<sup>th</sup> 2008. The departments and the Dean's office will meet to determine effectiveness of the strategies in meeting targets and develop new target rates and new strategies, if needed by June 1<sup>st</sup>, 2008.</p> <p>2) Measure the number of sections offered, including summer terms, and compare to past years.</p> <p>3) Measure the trend of the ACCBL student's university GPA.</p>	<p>Summer teaching budget for faculty and lecturers,</p> <p>Flexibility to adjust class schedules at the department level to meet student needs.</p> <p>Increased salaries for part-time faculty to \$5,000 per course.</p> <p>Classrooms designed for ACCBL classes.</p>

**UTPA Goal:**

Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.

**Academic Affairs Objective:**

1.B. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and improving of the key outcome measures associated with enhancing student learning outcomes.

**College/AVP**

1.B. The CoBA will develop and implement a plan for the collection, reporting, benchmarking, and improving of key outcome

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**Objective:** measures associated with enhancing student learning outcomes for business students.

Unit Objective (ACCBL)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>The ACCBL will develop and implement a plan to provide a consistent quality accounting education to its students.</p> <p>The ACCBL will assist the CoBA in improving the key outcome measures associated with enhancing student learning outcomes.</p> <p>The ACCBL will develop an email network of ACCBL students.</p>	<p>The ACCBL will assess the consistency of course content across all sections of the same course. Content of the current accounting program will be compared to national norms.</p> <p>The ACCBL email network will be used to assess student satisfaction.</p> <p>Employers of accounting students will be interviewed to obtain assessments of our students.</p>	<p>Faculty members will be assigned to assess different segments of the departments program and report to the ACCBL curriculum committee, which will evaluate and recommend changes.</p> <p>The ACCBL email network will be used to survey student satisfaction.</p> <p>Networking will be done with the accounting firms and their assessments obtained.</p>	<p>Report of the department curriculum committee and evidence of the changes made in the program.</p> <p>Report of the ACCBL satisfaction survey.</p> <p>Report of the accounting firms assessments.</p>	<p>One course release time for one faculty member to develop student and employer network for accounting.</p>

**UTPA Goal:** Become an outstanding research institution, emphasizing collaborative partnerships and entrepreneurship.

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**Academic  
Affairs  
Objective:**

2.A. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and to improve the production and dissemination of scholarly and creative works as measured in the key outcome measures.

**College/AVP  
Objective:**

2.A. The CoBA will develop and implement a plan for collecting, reporting, benchmarking, and improving the production and dissemination of scholarly and creative works.

Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>The ACCBL will develop and implement a plan to develop the current faculty, as well as to recruit the research faculty necessary to meet the UTPA goal.</p>	<p>By November 2007, obtain authorization to hire accounting faculty members with a research record justifying full professor.</p> <p>Increase research productivity.</p> <p>Develop a funded chair in accounting.</p>	<p>Assist the College in their strategies to become an outstanding research institution, including a database, revising merit and stressing the importance of AQ under AACSB standards.</p> <p>Meeting with faculty to sets research goals and determines ways to assist their efforts.</p> <p>Enlist the Dean of the College and the UTPA Foundation in develop an accounting chair.</p>	<p>We will collect and count the number of publications, proposals and presentations by faculty. Results will be used to amend target numbers or strategies for the subsequent year.</p> <p>Report the faculty members' evaluation of the revised merit policy.</p> <p>Determine the AQ and PQ status of department faculty.</p> <p>Determine if there is an active effort to hire a full professor and develop an accounting chair.</p>	<p>Research and travel funds of \$25,000 to support research and presentations at conferences.</p> <p>Support of \$3,000 for fund raising efforts.</p> <p>Funding to hire a full professor</p>

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**UTPA Goal:** Become an outstanding research institution, emphasizing collaborative partnerships and entrepreneurship.

**Academic Affairs Objective:** 2.B. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and to improve acquisition of external funds as measured in the key outcome measures.

**College/AVP Objective:** 2.B. The College will develop and implement a plan for collecting, reporting, benchmarking, and improving the acquisition of external funds.

Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>The ACCBL needs to build a network of professionals interested in supporting and developing the accounting program.</p> <p>Develop a ACCBL Advisory Board</p>	<p>The Department should have a professional group that will help:</p> <ol style="list-style-type: none"> <li>1. build a stronger professional program.</li> <li>2. open internships and career opportunities.</li> <li>3. raise funds to support the ACCBL programs.</li> </ol>	<p>Work with UTPA's Development Office and CoBA's Dean to develop plans and start networking the professional firms.</p> <p>Obtain UTPA approval to have an Advisory Board</p>	<p>Review the advisory group formed and evaluate their efforts.</p>	<p>\$2,500 of recruiting funding</p>

**UTPA Goal:** Enhance UTPA's engagement with the community to meet challenges and maximize opportunities.

**Academic Affairs Objective:** 3.A. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and to increase credit and non-credit offerings as measured in the key outcome measures.

**College/AVP Objective:** 3.A. The College will develop and implement a plan for collecting, reporting, benchmarking, and improving the number of credit and non-credit course offerings.

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Unit Objective (ACCBL)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
The ACCBL must develop credibility and a strong professional relationship with the business community.	<p>Reputation of the UTPA Department of Accounting and Business Law</p> <p>The willingness of the business community to hire our students and the support they provide the programs.</p>	<p>Meetings with and visits to business firms.</p> <p>Inviting key members of the business community to take an active role in educating our students.</p>	Evidence of the interaction taking place between the department and the business professionals.	Start-up funds

**UTPA Goal:**

Enhance UTPA's engagement with the community to meet challenges and maximize opportunities.

**Academic Affairs Objective:**

3.B. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and to increase credit and non-credit offerings as measured in the key outcome measures.

**College/AVP Objective:**

3.B. The College will develop and implement a plan for collecting, reporting, benchmarking, and improving the integration of University and community resources.

Unit Objective (ACCBL)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
The ACCBL must develop a professional reputation as a "player"	Evidence that the business community relies on the ACCBL for meaningful	The ACCBL will network the accounting profession in the region	External assessment by the business community.	Resource to support the development.

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Unit Objective (ACCBL)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
in the region.	input.	and develop an advisory board.		Credit for work of this type on evaluations with a positive effect on merit pay.

**UTPA Goal:**

Collaborate with P-12 schools to enlarge the pool of applicants who are personally prepared and academically qualified for higher education.

**Academic Affairs Objective:**

4.A. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and to improve the pool of qualified applicants as measured in the key outcome measures.

**College/AVP Objective:**

4.A. The CoBA will develop and implement a plan to improve the pool of qualified student applicants.

Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
The ACCBL will recruit students to our programs.	ACCBL members will visit area schools to recruit undergraduate students. Informational programs will be held about our MACC and MSA degrees.	ACCBL faculty and students will visit area schools to recruit students. A reception will be held to recruit graduate students.	Measure the quality and number of students in the programs	Backpacks and name tags are needed for the student recruiters and promotional items are needed as giveaways.  Funding for the reception.

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**UTPA Goal:** Infuse Inter-American and global perspectives throughout the University community.

**Academic Affairs Objective:** 5.A. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and to enhance access to inter-American and global perspectives as measured in the key outcome measures.

**College/AVP Objective:** 5.A. The CoBA will develop and implement a plan to collect, report, benchmark and enhance business student access to inter-American and global perspectives.

Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
The ACCBL will enhance Inter-American and global perspectives in the program.	A benchmarks for cultural and diversity issues will be established.  Hire faculty with a global perspective.	All curriculum review will include consideration of Inter-American and global perspectives.  Recruit new faculty with diversity and global perspectives.	Evidence from the curriculum review.  Evidence new faculty with diversity and global perspectives.	Funding to offer market salaries to qualified faculty that have the experience to bring diversity and global perspectives. (Associate or Professor)

**UTPA Goal:** Optimize institutional effectiveness and efficiency consistent with high quality organizational standards.

**Academic Affairs Objective:** 6.A. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and to optimize offerings through careful planning as measured in the key outcome measures.

**College/AVP Objective:** 6.A. The CoBA will develop and implement a plan to collect, report, benchmark and optimize course offerings.

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Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
The ACCBL needs the authority and responsibility to accomplish its mission.	The degree of authority and responsibility given to ACCBL.	Suggest appropriate changes.	Review where authority and responsibility are placed.	None

**UTPA Goal:**

Optimize institutional effectiveness and efficiency consistent with high quality organizational standards.

**Academic Affairs Objective:**

6.B. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and to recruit and retain quality faculty as measured in the key outcome measures.

**College/AVP Objective:**

6.B. The CoBA will develop and implement a plan to collect, report, benchmark and optimize course offerings

Unit Objective (CoBA)	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
ACCBL needs the appropriate support from units across the university.	Measure the support the academic unit receives in accomplishing its mission from staff functions.	Suggest university review of systems.	Success of the university.	None

# AES FY08 Assessment Results Report

## UTPA

### Dept - Accounting & Business Law

**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 Head:** Keith W. Lantz

**College:** College of Business Administration

**Division:** Division of Academic Affairs

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Accounting &amp; Business Law - SLO - Key outcome measures. - The ACCBL will assist the CoBA in improving the key outcome measures associated with enhancing student learning outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> The ACCBL email network will be used to survey student satisfaction.</p>	<p><b>Assessment Method:</b> The ACCBL email network will be used to assess student satisfaction.</p> <p><b>Criterion for Success:</b> Report of the ACCBL satisfaction survey.</p>	<p>09/02/2008 - We were only able to collect limited data from the accounting students. The information collected indicated general satisfaction with some specific problems.</p> <p><b>Result Type:</b> Inconclusive</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <p><b>Resources Needed - Classified</b> Graduate student to collect and process the student data.</p>	<p>09/02/2008 - The email network was developed to the point that it allowed the department to help inform students of current changes which helped student satisfaction.</p> <hr/> <p>09/02/2008 - Changes were made in the class schedule.</p> <hr/> <p>09/02/2008 - Requests were made to add courses in the summer terms.</p> <hr/> <p>09/02/2008 - Specific problems related to individual faculty members were addressed.</p>
	<p><b>Assessment Method:</b> The ACCBL will assist the COBA in delveloping an online student evaluation system.</p> <p><b>Criterion for Success:</b> Does the new system work better than the paper system?</p>		
<p>Dept - Accounting &amp; Business Law - Degree Programs - Systematic Methodology - ACCBL will assist the CoBA in the development and implementation of a systematic plan for collecting, reporting, benchmarking and continuously improving key outcome measures.</p>	<p><b>Assessment Method:</b> During the spring semester, the CoBA will obtain national, state, peer and institutional graduation, retention and persistence rates for each department/discipline in the CoBA and prepare a CoBA Student Continuance report</p>	<p>09/03/2008 - The Fall EF Cohort with 4, 5, 6 YR Graduation Rates for ACBL are: 2002 (4)8.1% (5)29.0% (6)32.3% 2003 (4)16.4% (5)43.2% 2004 (4)17.5% Graduatation rates appear to be increasing for the department.</p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. To improve graduation, retention, and persistence rates, the ACCBL will ? Review the accounting curriculum with this objective in mind, while meeting the unit?s objective. ? ACCBL will offer more sections of our courses throughout the year. ? ACCBL will assist the CoBA in developing an admission plan that will require ACCBL students to develop a degree plan and a recommended plan of studies at the time of admission. ? Initiate an accounting student professional development program. ? Recruit the higher quality students.</p>	<p>that summarizes, analyzes and evaluates the information. The report will be disseminated to all departments by April 15th 2008. The departments and the Dean?s office will meet to determine effectiveness of the strategies in meeting targets and develop new target rates and new strategies, if needed by June 1st, 2008.</p> <p>Measure the number of sections offered, including summer terms, and compare to past years.</p> <p>Measure the trend of the ACCBL student?s university GPA.</p> <p><b>Criterion for Success:</b> Increase business students? 4-year graduation rate by 2 percent by the end of the 2007-08 academic year.</p> <p>Increase business students? retention rate by percent by the end of the 2007-2008 academic year.</p> <p>Increase the quality of the students enrolled in accounting programs.</p>	<p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <hr/> <p>09/02/2008 - The fall 06 Cohort first year retention rate for accounting was 103%. The fall 06 Cohort 2nd year retention rate for accounting was 83.1% Fall 06 showed ACC2301 as a top 10 gatekeeper course.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <hr/> <p>09/02/2008 - Department faulty developed accounting questions to be used by the college in assessment.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/02/2008 - Accounting department discussed results in relation to possible adjustments in the course content.</p> <hr/>
<p>Dept - Accounting &amp; Business Law - Provide quality education. - The ACCBL will develop and implement a plan to provide a consistent quality accounting education to its students.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b></p>	<p><b>Assessment Method:</b> The ACCBL will assess the consistency of course content across all sections of the same course. Content of the current accounting program will be compared to national norms.</p> <p><b>Criterion for Success:</b> Report of the department curriculum committee and evidence of the changes made in the program.</p>	<p>09/02/2008 - The Texas State Board of Public Accountancy reported that for the April/May 2008 period, 14 UTPA students took 15 sections of the CPA exam and passed a total of 10 sections for a pass rate of 66.67%. The pass rate for all Texas Universities was 56.07%.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Active/Ongoing</p> <p><b>Strategies:</b></p> <p>1. Faculty members will be assigned to assess different segments of the departments program and report to the ACCBL curriculum committee, which will evaluate and recommend changes.</p>		<p>09/02/2008 - The department coordinated the material and books being used in ACC 2301 Financial Accounting and ACC 2302 Managerial Accounting.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/02/2008 - Faculty agreed to make the necessary changes. The new books and material are being phased in over the coming year.</p>
		<p>09/02/2008 - A department committee was formed to assess the material being covered in intermediate accounting compared to national norms.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/02/2008 - The course content in Intermediate Accounting I, Intermediate Accounting II and Intermediate Accounting III was coordinated to provide consistent coverage consistent with that offered in Intermediate Accounting across the nation.</p>
<p>Dept - Accounting &amp; Business Law - Email network. - The ACCBL will develop an email network of ACCBL students.</p> <p><b>Outcome Types:</b></p> <p>Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>End Date:</b> 01/27/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b></p> <p>An email network for all major of the Accounting and Business Law Department will be created and used as a means of communication with our students.</p>	<p><b>Assessment Method:</b></p> <p>The email system will be updated to include all current ACCBL students. The email system start to be expended to include employers and other stakeholders. In time employers of accounting students will be interviewed to obtain assessments of our students.</p> <p><b>Criterion for Success:</b></p> <p>Report support provided and progress make on development of email system and evidence of information sent.</p>	<p>09/02/2008 - Employers were interviewed to obtain assessment of our students. Results indicate the following:</p> <ol style="list-style-type: none"> <li>1. Our students are not as sophisticate as other college students.</li> <li>2. Our students need to become aware of the opportunities and their potential.</li> <li>3. Our students do not market themselves well.</li> <li>4. Our students seem to want to live in the valley only.</li> </ol> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <p><b>Resources Needed - Classified</b></p> <p>Funds to organize a national accounting studnet organization.</p>	<p>09/02/2008 - Faculty have attempted to advise student on the full range of opportunities available in the field of accounting.</p> <p>09/02/2008 - Accounting firms and other major employers of our students have made presentations to the students on a range of topics. An accounting field trip was made to give students an opportunity to understand the opportunities outside the valley.</p>
		<p>10/01/2008 - The college did not provide the student help to undate and maintain the email system.</p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
		<p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	
<p>Dept - Accounting &amp; Business Law - Develop current faculty. - The ACCBL will develop and implement a plan to develop the current faculty, as well as to recruit the research faculty necessary to meet the UTPA goal.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. Assist the College in their strategies to become an outstanding research institution, including a database, revising merit and stressing the importance of AQ under AACSB standards.</p> <p>2. Meeting with faculty to sets research goals and determines ways to assist their efforts.</p> <p>3. Enlist the Dean of the College and the</p>	<p><b>Assessment Method:</b> We will determine if the UTPA has authorized the department to fill all open positions by May 2009, so that recruit can be done in the Summer of 2009. We will determine if the nesseary budget and approvals have been made to recruit. The Department will develop new evaluation and merit standards to evaluate faculty members.</p> <p><b>Criterion for Success:</b> By April 2009 we should have obtained authorization to hire accounting faculty members to fill all open positions. By April 2009 have the new evaluation system approved and in place.</p>	<p>09/02/2008 - Spent months and a lot of time improving the accounting email network to the point that we have a good information system.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <p><b>Resources Needed - Classified</b> Graduate assistant</p>	<p>09/02/2008 - We have sent students information on the courses and sections being offered.</p>
	<p><b>Assessment Method:</b> Determine the AQ and PQ status of department faculty.</p> <p><b>Criterion for Success:</b> Increase research productivity.</p>	<p>09/02/2008 - The department has provide support and funding for faculty research requests.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/02/2008 - The data was used to determine AQ and PQ for AACSB.</p>
	<p><b>Assessment Method:</b> Determine if there is an active effort to hire a full professor and develop an accounting chair.</p>	<p>09/02/2008 - Requests to hire a full professor in accounting were not approved.</p> <p><b>Result Type:</b> Criterion Not Met</p>	<p>09/02/2008 - Stopped recruiting faculty that would not accept a rank below full professor. Talked some individuals into considering</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>UTPA Foundation in develop an accounting chair.</p>	<p><b>Criterion for Success:</b> Develop a funded chair in accounting.</p> <p><b>Assessment Method:</b> We will collect and count the number of publications, proposals and presentations by faculty. Results will be used to amend target numbers or strategies for the subsequent year.</p> <p>Report the faculty members? evaluation of the revised merit policy.</p> <p><b>Criterion for Success:</b> By March 2009, obtain authorization to hire accounting faculty members with a research record justifying full professor.</p>	<p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>UTPA despite the rank.</p>
<p>Dept - Accounting &amp; Business Law - Advisory Board - The ACCBL needs to build a network of professionals interested in supporting and developing the accounting program.</p> <p>Develop a ACCBL Advisory Board, which is not allowed currently.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. Work with UTPA?s Development Office and CoBA?s Dean to develop plans and start networking the professional firms.</p> <p>2. Obtain UTPA approval to have an Advisory Board</p>	<p><b>Assessment Method:</b> Review the advisory group formed and evaluate their efforts.</p> <p><b>Criterion for Success:</b> The Department should have a professional group that will help:</p> <ol style="list-style-type: none"> <li>1. build a stronger professional program.</li> <li>2. open internships and career opportunities.</li> <li>3. raise funds to support the ACCBL programs.</li> </ol> <p><b>Assessment Method:</b> Determine the number of firms or employers of our students that were contacted in order to build relationships.</p>	<p>11/24/2008 - An advisory board has not been approved.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Mark Outcome as No Longer Desired</p> <p>09/02/2008 - Dean wanted to get an advisory board at the college level.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <p>09/02/2008 - The univerisity requires the approval of the president to form a board.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Mark Outcome as No Longer Desired</p>	<p>09/02/2008 - Suggest possible members to consider for the college board.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
	<b>Criterion for Success:</b> The number of our students that are being hired.		
Dept - Accounting & Business Law - Relationship with the business community. - The ACCBL must develop credibility and a strong professional relationship with the business community.  <b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011	<b>Assessment Method:</b> Evidence of the interaction taking place between the department and the business professionals.  <b>Criterion for Success:</b> Reputation of the UTPA Department of Accounting and Business Law  The willingness of the business community to hire our students and the support they provide the programs.	09/02/2008 - We have played an active role in developing relationship with accounting firms, government agencies like the GAO and national corporations.  <b>Result Type:</b> Criterion Met  <b>Next Step:</b> Continue Current Strategy(s)	09/02/2008 - Students have obtained many internship opportunities and been placed in excellent jobs.
<b>Start Date:</b> 06/01/2007  <b>Outcome Status:</b> Active/Ongoing  <b>Strategies:</b> 1. Meetings with and visits to business firms.  2. Inviting key members of the business community to take an active role in educating our students.		09/02/2008 - The network of accounting firms interested in UTPA is growing. UTPA students have more opportunities than they have ever had. More UTPA students were placed with national accounting firms in the last year than were placed with national firms in all prior years.  <b>Result Type:</b> Criterion Met  <b>Next Step:</b> Continue Current Strategy(s)	09/02/2008 - Used the network to obtain speakers and office visits for the students.  09/02/2008 - Used the network to increase the internship opportunities for our students.  09/02/2008 - Used the network to place UTPA students in excellent positions.
Dept - Accounting & Business Law - Professional reputation. - The ACCBL must develop a professional reputation as a ?player? in the region.  <b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011  <b>Start Date:</b> 06/01/2007  <b>Outcome Status:</b> Active/Ongoing  <b>Strategies:</b> 1. The ACCBL will network the accounting profession in the region and develop an advisory board.	<b>Assessment Method:</b> External assessment by the business community.  <b>Criterion for Success:</b> Evidence that the business community relies on the ACCBL for meaningful input.	09/02/2008 - The step have been taken to develop the accounting network, but it will take time to develop the professional reputation of the program.  <b>Result Type:</b> Criterion Not Met  <b>Next Step:</b> Continue Current Strategy(s)	09/02/2008 - The UTPA Team of Accounting Stundents won the National Championship in the KPGM-ALPFA Accounting Case Study Competition in Phoenix.

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Accounting &amp; Business Law - Recruitment - The ACCBL will recruit students to our programs.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. ACCBL faculty and students will visit area schools to recruit students. 2. A reception will be held to recruit graduate students.</p>	<p><b>Assessment Method:</b> Measure the quality and number of students in the programs</p> <p><b>Criterion for Success:</b> ACCBL members will visit area schools to recruit undergraduate students. Informational programs will be held about our MACC and MSA degrees.</p>	<p>01/27/2009 - Increased Spring 2009 semester credit hours over Spring 2008 at the undergraduate level by 15.8%. Increased Spring 2009 semester credit hours over Spring 2008 at the graduate level by 18.44%</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <hr/> <p>09/02/2008 - Enrollment in the accounting program is increasing as indicated by the increase in the department's credit hour production this fall. We have an increase of over 7.7%.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/02/2008 - The Dean is using the enrollment increase to ask for approval to fill the position left open by a faculty member leaving.</p> <hr/>
<p>Dept - Accounting &amp; Business Law - Inter-American and global perspectives. - The ACCBL will enhance Inter-American and global perspectives in the program.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. All curriculum review will include consideration of Inter-American and global perspectives. 2. Recruit new faculty with diversity and global perspectives.</p>	<p><b>Assessment Method:</b> Evidence from the curriculum review.</p> <p><b>Criterion for Success:</b> A benchmark for cultural and diversity issues will be established.</p> <p><b>Assessment Method:</b> Evidence new faculty with diversity and global perspectives.</p> <p><b>Criterion for Success:</b> Hire faculty with a global perspective.</p>	<p>09/02/2008 - Hired new faculty with global perspective.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/02/2008 - The new faculty were assigned courses at the graduate level to add global perspective.</p> <hr/>
<p>Dept - Accounting &amp; Business Law - Authority and responsibility. - The ACCBL</p>	<p><b>Assessment Method:</b> Review where authority and responsibility</p>	<p>09/02/2008 - Authority and responsibility are not delegated to the department level.</p>	<p>09/02/2008 - The department has attempted to complete its mission</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>needs the authority and responsibility to accomplish its mission.</p> <p><b>Outcome Types:</b>  Administrative - Fiscal Year 2008  Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b>  06/01/2007</p> <p><b>Outcome Status:</b>  Active/Ongoing</p> <p><b>Strategies:</b>  Suggest appropriate changes.</p>	<p>are placed.</p> <p><b>Criterion for Success:</b>  The degree of authority and responsibility given to ACCBL.</p>	<p><b>Result Type:</b>  Criterion Met</p> <p><b>Next Step:</b>  Continue Current Strategy(s)</p>	<p>within the current system.</p>
<p>Dept - Accounting &amp; Business Law - Support from University. - ACCBL needs the appropriate support from units across the university.</p> <p><b>Outcome Types:</b>  Administrative - Fiscal Year 2008  Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b>  06/01/2007</p> <p><b>Outcome Status:</b>  Active/Ongoing</p> <p><b>Strategies:</b>  Suggest university review of systems.</p>	<p><b>Assessment Method:</b>  Measure the support the academic unit receives in accomplishing its mission from staff functions.</p> <p><b>Criterion for Success:</b>  Success of the university.</p>		
<p>Dept - Accounting &amp; Business Law - Evaluation of the graduate programs in accounting - Meet university requirements for program evaluation</p> <p><b>Outcome Types:</b>  Administrative - Fiscal Year 2008  Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b>  10/01/2008</p> <p><b>Outcome Status:</b>  Active/Ongoing</p>			
<p>Dept - Accounting &amp; Business Law - Evaluation of graduate programs in accounting - Meet university requirements for program evaluation and review of the</p>	<p><b>Assessment Method:</b>  Elect a ACCBL committee to review and evaluate the MACC and M.S. in Accounting</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>MACC and M.S. in Accounting programs</p> <p><b>Outcome Types:</b>  Administrative - Fiscal Year 2008  Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b>  10/01/2008</p> <p><b>Outcome Status:</b>  Active/Ongoing</p>	<p>programs.</p> <p><b>Criterion for Success:</b>  The external review of the programs indicates they are meeting the goals of the university.</p>		