

Figure 2.3.a**2023-2024 Performance Effectiveness**

Current-year action plans	Performance Target	Results	Analysis	Source
1.1.1 Ensure senior business students take knowledge-based assessment in their capstone course (BUSN 466)	90% of students in BUSN 466 will take assessment	86% of students in BUSN 466 took the assessment	Goal not met. LSB is switching to Peregrine which provides more flexibility for students	MFT results
1.1.2 Analyze knowledge-based assessment results to evaluate areas for improvement	70% of students score at least the national mean	44% of students scored at least the national mean	Goal not met; however, improved from 22-23. LSB is switching to Peregrine which will provide more detail on content challenges for students	MFT Results; Department meeting minutes
1.1.3 Enter program assessment data into Nuventive at year-end	75% of program assessments entered into Nuventive	100% of program assessments entered into Nuventive	Goal met.	Nuventive program assessment reports
1.2.1 Regularly advise students who are struggling to graduate	50% of students graduate within 6 years	58% of LSB students graduated within 6 years	Goal met, but decline compared to 22-23	Student Achievement > Graduation rates on LSB website
1.2.2 Regularly advise students toward a target graduation date	75% of students meet with faculty advisors each semester	90% of students met with their advisor to register for fall 2024	Goal met; Students must see faculty advisor to lift registration hold for next semester (fall 2024).	Enrollment data; Students NOT registered data
1.3.1 Review business programs/minors to facilitate collaboration across programs	2-3 programs/minors reviewed annually, based on need and circumstances	2 programs/minors reviewed in 23-24	Goal met.	Department meeting minutes

Current-year action plans	Performance Target	Results	Analysis	Source
2.1.1 Maintain student clubs (Accounting, Investment, Marketing, Women in Business (WIB), Cannabis Business)	At least 3 student clubs per year are active	4 active student clubs: Accounting, Investment, WIB and Cannabis Club	Goal met.	LSB Newsletters; Faculty Club Advisors
2.1.2 Encourage faculty advising to student clubs as part of service	At least 3 faculty club advisors are available for student clubs	4 faculty advisors available to active student clubs	Goal met.	Faculty Club Advisors; Faculty Self-Evaluation Narratives
2.2.1 Distribute incoming internship opportunities to students	At least 5 internship opportunities emailed to students	8-10 internship opportunities emailed to students	Goal met.	Limestone FCU email, Office of Auditor General MI, Anderson Tackman emails to students
2.3.1 Maintain existing experiential learning opportunities in the classroom	Diversity of high-impact practices across programs	11 diverse high-impact practices	Goal met.	High-impact practices report – updated annually/ biannually
3.1.1 Plan, discuss and finalize agenda at departmental meetings at the beginning of each semester	2 PAB meetings per year	2 PAB meetings held	Goal met.	PAB meeting minutes
3.2.1 Plan, discuss and finalize agenda at the beginning of spring semester	At least 5 sponsors	9 sponsors	Goal met.	Senior dinner program brochure
3.3.1 Collaborate with local community representatives to host one business event at LSSU in the fall	One business event per year	One business social event co-sponsored with Sault Ste. Marie Chamber of Commerce	Goal met.	Email invitation
4.1.1 Coordinate with LSSU Admissions to meet prospective students	75% of prospective students meet with faculty	100% of prospective students who requested faculty meeting met with a faculty member	Goal met.	Academic Assistant files; Admissions records
4.2.1 Solicit achievements and acknowledgements from Business faculty, students, student clubs, and PAB members	2 newsletters per year	Fall 2023-Spring 2024 LSB Newsletters distributed via email and website	Goal met.	LSB Newsletters – See website
4.3.1 Review LSB website periodically	90% of LSB website that is up-to-date	Greater than 90% of website up-to-date	Goal met.	LSB website data updated summer 24 with launch of new website.

Long-term action plans	Performance Target	Results	Analysis	Source
1.1.4 Monitor knowledge-based assessment tool to ensure it provides useful information to identify areas for improvement and to inform curriculum development	At least 5 of 9 subject areas consistently at or above the national mean	Students continue to underperform the national mean on at least 3-4 subject areas	Goal met. LSB is switching to Peregrine which will provide more detail on content challenges for students	Department meeting minutes
1.3.2 Review business programs/minors to facilitate collaboration across programs	90% of programs /minors reviewed	100% of programs/minors reviewed as part of HLC 5-year program review	Goal met.	5-year program assessment reports in Nuventive
2.2.2 Solicit internship opportunities from PAB members	At least 2 internship opportunities	2 internship opportunities informally discussed for PAB member organizations	Goal met.	General discussion at PAB meetings
2.2.3 Collaborate with LSSU Career Center to generate internship opportunities	30% of BUSN 101 students on the Career Portal	34% of business students from Spring 2024 registered	Goal met in 2024; In fall 2024, director will have immediately students register for hands-on training on Portal as part of presentation	Email from Career Center Director