Mission / Purpose

Provide a high quality and relevant education in business that prepares our students to become successful leaders in their chosen fields. We accomplish this mission through continuous improvement of curriculum, retention and recruitment of faculty committed to teaching, service activities and scholarship, and interaction with business leaders in the community.

Goals

G 1: Commitment to Students
The goal of the Department of Management is to provide students with relevant/current academic programs which allow them to be competitive in today's business and graduate educational environments. The faculty are committed to provide the best educational experience possible so that the management graduates are well-prepared to meet the demands of today's challenging and competitive workforce.

G 2: Commitment to Faculty and Staff
The goal of the Department of Management is to encourage and support faculty/staff with endeavors which enhance the delivery of academic programs.

Other Outcomes/Objectives, with Any Associations and Related Measures, Targets, Findings, and Action Plans

O/O 1: Conduct Service-Related Activities
The Management Department faculty will provide service to the department, college, university and the profession. STRATEGY: faculty will participate in recruiting activities, professional associations, and student organizations.

Strategic Plan Associations
College of Business Administration
3 Engage in scholary/creative activities to broaden knowledge/understanding in business disciplines
6 Maintain/develop professional faculty/staff competence and support professional activity participation

Related Measures

M 2: Participation in Service Activities
The percentage of faculty members who are actively engaged in providing department, college, or university service and/or service to student organizations

Target:
80% of departmental faculty members will be actively engaged department, college university, or student organization-related service activities

Finding (2017-2018) - Target: Met
During the AY 2017-2018, 100% of the Management faculty participated in department, college, university, and/or student organization-related activities. All management faculty are involved in college service-related activities.

O/O 2: Excellence in Student Learning
The Management Department will achieve a high level of student learning that enables our students and graduates to learn and pursue successful careers in their chosen field. STRATEGY: Deliver a relevant curriculum encompassing diverse experiences, challenging standards and excellent teaching.

Relevant Associations:

General Education/Core Curriculum Associations
2.2.4 UG-Demonstrate leadership qualities
2.3.1 UG-Effectively use technology and other information resources
2.3.2 UG-Demonstrate critical thinking and reasoning
2.3.3 UG-Derive and interpret qualitative and quantitative data
2.3.4 UG-Synthesize new knowledge to solve problems

Related Measures

M 3: Curriculum
Provide students relevant curricula that incorporates opportunities for diverse experiences in all academic MMAS programs

Target:
The degree requirements and related major courses for one departmental degree will be evaluated annually through discussions with business leaders to determine continued relevancy.

Finding (2017-2018) - Target: Met
Four degree programs were conducted during the AY 2017-2018--BBA General Business, BBA International Business, Bachelor of Applied Arts and Sciences in Business, and Bachelor of Science degree in Applied Science. During the program reviews, courses were one portion of the evaluation.

M 4: Learning Outcome Assessment
Assess student learning outcomes for the MMAS academic programs and use that information to continuously improve those programs

**Target:**
At least 80% of the students in the MMAS Department will complete the field assessment examination with a score on the Management portion equaling or exceeding the national average

**Finding (2017-2018) - Target: Not Met**
The CompXM was given during the fall and spring semester Business Strategy course (capstone course) but was only measured during the Fall for assessment. The results are not specifically geared towards the management portion. The findings were as follows: BSAS students performed 62% with population score of 58% (only 1 student measured), BAAS students performed 47% with population score of 58%, GB students performed 44% with population score of 58%, HRMG students performed 43% with population score of 58%, INBS students scored 54% with population score of 58%, and MGMT students scored 42% with population score of 58%. This target should be redefined in future assessment.

**O/O 3: Pursue Scholarly Activities**
The Management Department faculty will pursue scholarly activities that broaden knowledge and understanding in their respective disciplines and enhance the teaching and learning experience. STRATEGY Faculty will attend professional meetings/conferences and conduct applied or theoretical research.

**Strategic Plan Associations**
College of Business Administration
3 Engage in scholarly/creative activities to broaden knowledge/understanding in business disciplines

**Related Measures**

**M 1: Faculty engagement in professional development**
The percentage of increase in departmental expenditures to support faculty engagement in professional development activities and conference attendance

**Target:**
Departmental expenditures on faculty development activities will increase by 5% per year.

**Finding (2017-2018) - Target: Met**
During the AY 2017-2018, 76% of the faculty were engaged in professional development. A total of $23,502.39 was used for faculty from September 1, 2017 to June 19, 2018. The funds were provided through Management local accounts, management online accounts, COBA local accounts, and COBA online accounts.

**Related Action Plans (by Established cycle, then alpha):**

**Professional Development Funding**
*Established in Cycle: 2010-2011*
Attempts will be made to increase the departmental monies available for faculty development through use of graduate and undergra...

For full information, see the Details of Action Plans section of this report.

**Details of Action Plans for This Cycle (by Established cycle, then alpha)**

**Professional Development Funding**
Attempts will be made to increase the departmental monies available for faculty development through use of graduate and undergraduate online fee accounts as applicable.

*Established in Cycle: 2010-2011*
*Implementation Status: Terminated*
*Priority: High*

**Relationships (Measure | Outcome/Objective):**
*Measure: Faculty engagement in professional development | Outcome/Objective: Pursue Scholarly Activities*

*Projected Completion Date: 05/2012*
*Responsible Person/Group: Department Head and/or Dean*

**Curriculum Review Continues**
Working with management faculty, the curriculum will be reviewed.

*Established in Cycle: 2013-2014*
*Implementation Status: In-Progress*
*Priority: Medium*

*Projected Completion Date: 08/2019*
*Responsible Person/Group: Undergraduate Coordinator*

**Encourage faculty development**
The Management department encourages and financially supports faculty development opportunities.

*Established in Cycle: 2015-2016*
*Implementation Status: In-Progress*
*Priority: High*

**Excellence in Student Learning**
The CompXM given in the Business Strategy course (capstone course) is currently under review with the instructor's teaching the course. The faculty are consulting with the representative from CAPSIM to better identify rubric's and specific guidelines to be used for assessment purposes.

*Established in Cycle: 2017-2018*
*Implementation Status: In-Progress*
*Priority: High*

**Analysis Questions and Analysis Answers**
What specifically did your assessments show regarding proven strengths or progress you made on outcomes/objectives?

Faculty members in the Management Department were 100% active during the AY 2017-2018. Faculty are engaged in university, college, department, and community service. Many of the faculty members are engaged in more than three service activities throughout the year. Faculty members are more than willing to participate and help where needed. Four program reviews were conducted during the past calendar year which involved reviewing curriculum for these specific programs. Ten faculty members participated in the program reviews and developed professional documentation to be sent to SACS. Twelve faculty members participated in scholarly activities. Five of the twelve faculty were engaged in two scholarly activities. Eight faculty members and two adjunct faculty members participated in Online Course Review by offering their online class to be reviewed by a colleague as well as CII. Ten faculty members participated in Online Course Review as the reviewer. The department continues to encourage faculty and adjunct faculty to participate in Online Course Review.

What specifically did your assessments show regarding any outcomes/objectives that will require continued attention?

Curriculum must continue to be evaluated. Although we just completed four program reviews, all programs should be evaluated on an annual basis. Scholarly activities are somewhat of a concern from an administrative view. Three faculty members did not participate in any type of research, workshop, conference, etc...during AY 2017-2018. The department will continue to encourage faculty to participate.

Annual Report Section Responses

Executive Summary
During the AY 2017-2018 the Management Department continued to lead in the number of semester credit hours received (students enrolled in the department’s courses), number of business majors (management department’s discipline), and graduating students. The Management Department remains the largest department on the campus. Due to these numbers, during the AY 2017-2018 year an Assistant Department Head was named. Faculty members participated in conferences, work shops, symposiums, and study abroad trips. The faculty presented their research and published their findings. All faculty members continued to remain active in scholarship activities. Faculty members remained active in serving on the university, college, department, and headquarters completed four program reviews in the areas of BBA GB, BBA INTB, BAAS, and BSAS. The office staff consisted of two student workers, two graduate assistants, and one administrative assistant. The student workers helped the administrative assistant in areas of filling, making copies, answering the telephone, and other duties asked by the administrative assistant and department head. The graduate assistants helped faculty with research, grading, and other duties asked by the faculty.

Contributions to the Institution
Faculty, staff, and students participated in Service Day as judges for the FFA events. Faculty participate in orientation and Texan Tour throughout the year. All faculty are active members of various committees either on the university, college, and/or department level. Faculty and staff supported the goals of COBA and the quest for AACSB accreditation.

Highlights
The department recognized research, honors, awards, etc. by highlighting contributions in the display case (brag board) outside the Management Department’s office. The department head sent emails to faculty, staff, and adjuncts “bragging” on their contributions. The television outside the Management office also serves as another method of communicating information to the faculty, staff, students, and others in the College of Business Administration.

Teaching Activities
Management faculty continue to remain involved in various teaching activities with their students. For example: real-world projects/activities, mock interviews, etiquette dinner, internships, and special topics/problems were offered in the Management Department. Six faculty members participated in the Improving the Quality of Online Instruction (Online Course Review Program) provided by Tarleton State University’s Center for Instructional Innovation.

Research and Scholarly Activities
Stephenville Parks and Recreation Department, Stephenville, Texas. (June 2014 - Present). Chartered Organization Representative and Assistant Scout Master, Boy Scouts of America, Stephenville, Texas. (January 2014 - Present).

Nathan Heller, Associate Professor Public Service PR/Marketing Advisor, Pat Tillman Foundation, Tempe, Arizona. (February 1, 2005 - Present). Merit Badge Counselor, Boy Scouts of America, Chandler/Granbury, AZ/TX (January 1, 2000 - Present). Sue Joiner, Assistant Professor Public Service Member, Relay-for-Life College of Business Administration Team for Erath County, Stephenville, TX. (2002 - Present). Dianna Krueger, Assistant Professor Public Service Member, Fort Worth Chamber of Commerce, Fort Worth, Texas. (April 2018 - Present). Member, Fort Worth Hispanic Chamber of Commerce, Fort Worth, Texas. (April 2018 - Present). Committee Member, Girls Inc. Tarrant County, Fort Worth, Texas. (April 2018 - Present). Mentor for Girls Inc., Fort Worth, Texas. (April 2018 - Present). Merchandiser, Master of Ceremonies, and Collect dues, Kadampa Meditation Center, Fort Worth, Texas. (January 2018 - Present). Workshop Organizer, Clayton Yes, Fort Worth, Texas. (May 2017 - Present). Board Member, Clayton, Fort Worth, Texas. (August 2016 - Present). Committee Member, Human Resources Committee, Fort Worth, Texas. (August 2016 - Present). Member, Relay for Life, Stephenville. (April 2015 - Present). Committee Member, Scholarship Committee - Fort Worth Hispanic Chamber of Commerce, Fort Worth, Texas. (May 2018). Committee Member, Clayton Board Executive Nominee Committee. (May 2017 - December 2017). Brian Martinson, Assistant Professor Public Service Member, COBA Day of Service - FFA Judging, Stephenville, TX. (March 22, 2018). Randy McCamey, Professor Public Service Committee Member, DeLeon Area Historical Society, De Leon, TX. (March 2017 - Present). Officer, President/Elect/Past, Texas Neighborhood Services Educational Foundation, Weatherford, TX. (January 1, 2016 - Present). Officer, President/Elect/Past, Texas Neighborhood Services, Weatherford, TX. (January 1, 2016 - Present). Board Member, Texas Neighborhood Services, Weatherford, TX. (September 2007 - Present).

International Activities
During the AY 2016-2017 one faculty member led a study abroad program to Galway, Ireland. Dr. Randy McCamey led over 15 students to Ireland during Summer 2018. These students consisted of both undergraduate and graduate students. Two international courses are taught in the Management Department: •International Business (BUSI 4344): Broad coverage of key concepts and issues in international business. Emphasis on the environment of international business and the operations of the multinational firm. •International Management (MGMT 4354): A global approach to the study of management to include international dimensions of the marketplace and environment, the role of culture, international strategic management, organizational behavior and human resource management. Most of the courses taught in the Management Department cover international concepts.

Challenges
The biggest challenge for the Management Department is the lack of full-time faculty. Although the Management Department did hire one additional Management faculty during the AY 2017-2018, the department is still needing more faculty lines. With programs present on the Stephenville, Fort Worth, Waco, Midlothian, and global locations, the number of full-time faculty remains a challenge. The number of adjunct faculty continue to outnumber the full-time faculty. Faculty must teach overloads, have larger number of students enrolled in face-to-face classes as well as online. The budget remains a challenge. Expectations of the administrative team is another challenge. With the increase in committee memberships, involvement in activities, and the day-to-day responsibilities of the department, it is challenging to “juggle” all of the expectations.