

2021-2022
Unit Annual Report
Division of Academic Affairs
Unit: Business

I Mission and Goal/Outcomes Statement:

Provide overall Mission/Goal Statement for your unit.

The School of Business is committed to creating a learning environment that is inclusive and welcoming to all students, that scaffolds learning in such a way that we narrow the achievement gap. Our school provides a variety of programs that prepare students for the business world, with knowledge and skills to manage teams. We have a goal of developing leadership skills that demonstrate the ability to collaborate with teams and demonstrate well-developed problem-solving skills.

The School of Business strives to develop instructional strategies that follow the principles of UDL and support student learning styles that integrates an overarching lens that cultivates a culturally responsive environment.

II Personnel:

List all staff and note all personnel changes that occurred during 21-22.

<u>Name</u>	<u>Position</u>
Nancy Murray	Dean
Sandra Herndon	Dean Administrative Assistant (12 months)
Ellen Hughes	Departmental Administrative Assistant (12 month)

Faculty:

Andrew Chan
John Crawley
Michael Greenwood
Beverley Hollingsworth
Kay (Kwang) Kim
Yang Liu
John Lohman
Audrey Pereira-Promoted to Associate Professor with Tenure
Renee Scapparone
Denise Simion
James Page- hired in a full-time temporary position. Position ends May 2023

III Facilities/Equipment:

List any new facilities/equipment/software etc. acquired during 21-22.

Explored other software, but nothing was purchased.

IV Budget Expenditure Analysis:

Was the budget expended as planned? Were additions/changes made, and if so, explain.

The budget was not fully expended. Some of the travel funds were used, but the request submitted by the Chair for level funding was approved.

V Programs/Activities:

List major campus activities, events etc. that the office participated in/supported; committees served; community outreach; etc. List events provided to current and prospective students. Also, provide professional development of all staff.

- A retreat was held to carefully review the current programs (the sequence of courses and current prerequisites). An outcome of this work was a readjustment to perquisites.
- Student celebration: acknowledging student success occurred more on an individual basis.

Committees:

- Undergraduate Curriculum Committee
- Graduate Curriculum Committee
- AUC
- Dean’s Team Committee
- Advisory Board for Business
- Assessment Committee

Community Outreach:

- Dean spoke at the North Camber of Conference Economic Forecast Breakfast addressing the current workforce crisis and what FSU is doing to help with the situation.
- Dean presented at a forum organized by Senator John Cronin to address the current workforce situation.
- Began discussions with Leominster’s CTEi program to develop a pathway for students coming from HS right into FSU.

VI Action Plan for 2021-22:

(Insert your 21-22 Action Plan from last years report)

Planned Initiatives for 2021-22 more rows as needed	Add	Associated Strategic Plan Goal & Strategy Goal # followed by Strategy # ex: 3.2	Indicate if a DEI initiative
Create a learning environment that focuses on content and personal growth for students. Create an environment that includes experiential learning through a required Internship and field experience within one or two of the core courses prior to entering a concentration.		1.2, 1.4, 5.1	DEI
Explore the redesign of the accounting concentration along with additional marketing. The Business Advisory Board made it very clear		1.4	

that strong accounting programs are needed right now.		
Explore current technology used in the field of business and integrate the use of this technology into courses.	4.7	
Design specific workshops that provide faculty the space to explore equity and social justice issues related to interactions with students, curriculum, instruction, and advising.	2.1,2.3	DEI
Explore opportunities with CPS/ALFA to offer intergenerational learning.	1.6	
Continue to build partners with local companies to increase the opportunities for students to have field experiences and to require internships within the department. (Communicate with the Corporate Engagement Committee) Continue to explore philanthropic support from local businesses.	3.3, 3.4, 6.4, 5.7	
Continue the work started on creating pathways for students to transfer seamlessly from MWCC and QCC to FSU enabling students to graduate with 120 credits in the field of Business. <ul style="list-style-type: none"> ● 2 + 2 +1 ● Early College 	2.4, 5.3, 5.4	DEI
Explore the implementation of a MOA with local high schools to create a supportive pathway for students to come directly to FSU (including Early College).	3.3, 6.4, 5.3	DEI
Develop a stronger sense of community and collaboration among the business team, assuring that faculty feel valued and heard. Create a specific mentorship process within the department to integrate new or recently hired faculty.	4.2, 4.3, 4.5, 6.4	DEI
Create clear and specific measurement tools in order to assess the identified SLOs for the program. Create a sustainable process for gathering and analyzing the data.	Goal 1	

VII Assessment Report for 2021-22

Were the Action Plan objectives met? Provide in list or table format that parallels item VI above.

Planned Initiatives for 2021-22 more rows as needed	Add	Associated Strategic Plan Goal & Strategy Goal # followed by Strategy # ex: 3.2	Indicate if a DEI initiative	Actions Completed
<p>Create a learning environment that focuses on content and personal growth for students.</p> <p>Create an environment that includes experiential learning through a required Internship and field experience within one or two of the core courses prior to entering a concentration.</p>		1.2, 1.4, 5.1	DEI	Much work was done on creating a new handbook for internships that is in line with the university to streamline the process and to have consistency.
<p>Explore the redesign of the accounting concentration along with additional marketing. The Business Advisory Board made it very clear that strong accounting programs are needed right now.</p>		1.4		Began to review this program, but conversations led toward looking at certificates in other areas to address the current workforce crisis
<p>Explore current technology used in the field of business and integrate the use of this technology into courses.</p>		4.7		Presentations were made by Mursion and a simulation software seen at the IACBE conference (Interpretative) to strongly enhance student learning.
<p>Design specific workshops that provide faculty the space to explore equity and social justice issues related to interactions with students, curriculum, instruction, and advising.</p>		2.1,2.3	DEI	Began these discussions during the retreat and unit meetings. More work needs to be done in this area.

Explore opportunities with CPS/ALFA to offer intergenerational learning.	1.6		Unable to address this goal during this AY
Continue to build partners with local companies to increase the opportunities for students to have field experiences and to require internships within the department. (Communicate with the Corporate Engagement Committee) Continue to explore philanthropic support from local businesses.	3.3, 3.4, 6.4, 5.7		Renee Scaparone created a document of the current and additional partners through her outreach to partners. Continued work through the Corporate Engagement Committee is leading toward a data base of partners as well as the process we are solidifying for internships.
Continue the work started on creating pathways for students to transfer seamlessly from MWCC and QCC to FSU enabling students to graduate with 120 credits in the field of Business. <ul style="list-style-type: none"> • 2 + 2 +1 • Early College 	2.4, 5.3, 5.4	DEI	Courses for Early College ran and discussions began with MWCC to help facilitate our 2 + 2 + 1 program. More work needs to be done in this area.
Explore the implementation of a MOA with local high schools to create a supportive pathway for students to come directly to FSU (including Early College).	3.3, 6.4, 5.3	DEI	Now that the pathway for FHS to FSU for Educators has been signed and the logistical concepts are being finalized, this template will be shared with other local high schools for a business pathway.

<p>Develop a stronger sense of community and collaboration among the business team, assuring that faculty feel valued and heard.</p> <p>Create a specific mentorship process within the department to integrate new or recently hired faculty.</p>	<p>4.2, 4.3, 4.5, 6.4</p>	<p>DEI</p>	<p>Small meetings were held with faculty by the Dean to provide teaching support, recognition, and to create a collaborative community of overall support.</p>
<p>Create clear and specific measurement tools in order to assess the identified SLOs for the program.</p> <p>Create a sustainable process for gathering and analyzing the data.</p>	<p>Goal 1</p>		<p>Much work has been done in this area Mapped the IACBE's ISLOs to the courses at both the UG and G level. 90% of the syllabi have the ISLOs written within the appropriate syllabi.</p> <p>Have created action steps specific to accreditation for next year to assure appropriate data is being gathered.</p> <p>Begun to plan a process to gather, house, and run aggregated and disaggregated data to be reviewed by the department.</p>

VIII Other Accomplishments:
List accomplishments not already captured above.

Two new MBA concentrations went through governance: Business Analytics and Finance- starting in the fall of 2022

A plan to added an UG concentration in Entrepreneurship incorporating Early College courses is underway.

IX Action Plan 2022-2023:

Planned Initiatives for 2022-23 Add more rows as needed	Associated Strategic Plan Goal & Strategy Goal # followed by Strategy # ex: 3.2	Indicate if a DEI initiative
<p>Update our assessment system to gather data so that the data can be analyzed at the aggregate and disaggregated level for all ISLOs and Principals associated with the IACBE.</p> <p>Work to build on. ../Desktop/Business Assessment Plan/4.1 UG Business Principles Table.docx ../Desktop/Business Assessment Plan/Assessment Action Steps and Timeline.docx</p>	<p>Goal 5 Goal 5.1</p>	
<p>Create a system for analyzing the data that provides information and steps to make necessary improvement.</p> <p>Work to build on. ../Desktop/Business Assessment Plan/4.1 UG Business Principles Table.docx ../Desktop/Business Assessment Plan/Assessment Action Steps and Timeline.docx</p>	<p>Goal 5</p>	
<p>Modify the current exit survey to address programmatic goals and IACBE principles and ISLOs.</p>	<p>Goal 5</p>	
<p>Continue to work on on creating pathways for students to transfer seamlessly from MWCC and QCC to FSU enabling students to graduate with 120 credits in the field of Business.</p> <ul style="list-style-type: none"> ● 2 + 2 +1 ● Early College 	<p>2.4, 5.3, 5.4</p>	<p>DEI</p>
<p>Initiate the implementation of a MOA with local high schools to create a supportive pathway for students to come directly to FSU (including Early College) now that we have a template from Education for such programs.</p>	<p>3.3, 6.4, 5.3</p>	<p>DEI</p>

Continue to build partners with local companies to increase the opportunities for students to have field experiences and to require internships within the department. (Communicate with the Corporate Engagement Committee)	3.3, 3.4, 6.4, 5.7	DEI
Finalize the internship handbook and the department process for students to secure placements, etc.		
Create an UG Entrepreneurship certificate embedding early college courses for students coming out of HS.	3.3, 6.4, 5.3	DEI
Explore other certificate possibilities.		

Updates to the Action Plan may be submitted via a revised Annual Report.

X Reflection:

Take this section to reflect on--

1) *Initiatives that you may be considering for 22-23 academic year that you did not already capture above.*

Continue to work on the continued growth and development of faculty in the area of social justice.