

## **Organizational Effectiveness Outcome A.S. Business and Finance, Increase the transfer rate and success of students into baccalaureate programs**

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Assessment: Operational Effectiveness Outcome  
Number: 2.

### **Operational Effectiveness Outcome:**

*The program will strengthen its process(s) to increase the transfer rate and success of students into baccalaureate programs.*

### **Providing Department:**

Business and Finance/Accounting (A.S.)

### **Program Processes: Strategies to Attain Outcome:**

The following process strategies will be implemented to increase our transfer rates.

1. Articulation agreements – These agreements should ensure our students can transfer seamlessly to affiliated institutions, and advertising these agreements should increase the number of students who transfer into a four-year degree program.
2. Streamlined program requirements – Streamlined programs ensure a student ***can*** graduate from LCCC in two-years. Also, in association with the articulation agreements, students ***can*** graduate with a baccalaureate degree in four-years.
3. Student Cohort – The department has initiated a student cohort model, and research shows that students who are engaged with peers tend to be more successful. We suspect as most students in cohorts transfer to four-year degree programs it will naturally influence undecided members toward transfer as well.
4. Four-year program pathways – A process to develop a four-year map to successful attainment of a bachelor's degree. In association with articulation agreements, we want students to realize how their coursework at LCCC will impact the overall achievement of a four-year degree. This process should create excitement for the chosen program and path, subsequently increasing completion and transfer rates.
5. Holistic advising– The department will work closely with advisors to ensure students are aware of transfer opportunities and the value of a higher level degree.

## Methods of Evaluating Performance:

Measurement: Using Performance Indicators

1. KPI B4 – Matriculation Number
2. KPI B5 – Matriculation Rate
3. GPA after transfer

## Expected Level of Performance:

The business department expects a 5% increase in matriculation every year. This is consistent with the colleges goal of a 5% increase in credentials. The department expects our graduates to be competitive with UW fifth semester students.

## Uploaded Documents for Plan Design:

## Data Display with Analysis & Summary of What Program Learned:

<b>Transfer</b>						
<b>Criteria</b>	<b>KPI</b>	<b>Fall 2013</b>	<b>Fall 2014</b>	<b>Percent Change</b>	<b>3 yr Average</b>	<b>Score/Percentile</b>
# Transfers within 3 years	B4	17	25	47.06%	20.33	5/80th
% Transfers within 3 years	B5	31.48%	40.32%	28.08%	35.45%	4/60th

<b>Success after transfer</b>					
<b>Criteria</b>	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>Wyoming Transfers</b>	<b>All Transfers</b>	<b>UW fifth semester GPA</b>
LCCC Business Students 1st Semester GPA after transfer	2.91	3.19	2.81	2.67	2.97

We had 17 (31.48%) of our Fall 2013 students transfer within three years, and 25 (28.08%) of our Fall 2014 students transferred within three years. These results far exceed the goal of 5% increase.

LCCC Business students received an average 3.19 GPA during their first semester at UW, while the Wyoming Community College average was 2.81, and UW's fifth semester GPA was 2.97. It is evident that we are transferring students who are prepared and are likely to be successful.

## Program Process Changes and Improvements:

The department has worked hard on developing a program that helps students progress and be successful upon graduation. We also feel that there is some work that can be done. We will continue developing strategies to ensure our students can transfer and are successful after transfer.

## Uploaded Documents for Plan Results and Improvements:

**Reviewer Feedback:**

Looks great and you should be proud of your students' performance at UW.

Only suggestion: Consider adding a specific improvement under Program Process Changes and Improvements.

**Program Response:**

We have not identified a specific strategy at this point. We will continue build on the strategies that have already been implemented.

Source: LCCC Assessment Management System, Campus Labs, 2018