

OGLALA LAKOTA COLLEGE
BUSINESS DEPARTMENT
Strategic Plan: 2016-2017
(Date Reviewed: 05/20/2016)

VISION STATEMENT

Students will be provided the knowledge necessary to reach their maximum potential and are prepared to lead full and productive lives in the 21st century. The Oglala Lakota College Business Department ensures:

- Education excellence, equity, and high expectations for every student.
- Faculty will continually strive for excellence and stay abreast of the best practices in adult education.
- Develop and maintain partnerships among educators, business, and the community that support high academic achievement and opportunity for all students.

MISSION STATEMENT

Oglala Lakota College Business Department will provide the breadth of business education necessary for students to be successful within their communities while maintaining wolakolkiciyapi. The Business Department faculty will:

- Ensure that high expectations are maintained for all students
- Build support for higher education on the Pine Ridge Reservation.
- Create learning opportunities that lead to success and a desire to be lifelong learners.

We do these things to strengthen the Oglala Nation through education.

STRATEGIC GOALS

STRATEGIC GOAL 1: Increase enrollment and retention within the department

Objective 1.1: Utilize ABIL to engage freshman and sophomore students

Objective 1.2: Increase enrollment and retention through advising

Objective 1.3: Continue coordination with center directors prior to scheduling

STRATEGIC GOAL 2: Maintain the Reservation Employers link on our website for graduates of the department

Objective 2.1: Business Department will continually work with PR Pine Ridge Chamber of Commerce to assist business graduates with job placement

Objective 2.2: Develop a contact database for graduating students in the department to track for a yearly employment survey

STRATEGIC GOAL 3: Promote professional development with all faculty members in the department

Objective 3.1: Each full time faculty member will identify professional development educational opportunities tailored to their discipline

Objective 3.2: Department chairperson will ensure that all adjunct faculty meet HLC Criteria for minimum educational expertise

STRATEGIC GOAL 1: Increase enrollment and retention within the department

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Objective 1.1: Utilize ABIL to engage freshman and sophomore students				
Strategies	Criteria	Assessment Tools	Results	Use of Results
Strategy 1: Utilize ABIL to engage freshman and sophomore students	Upper level classmen and faculty advisors will be attending new student orientation and developing events to involve freshmen and sophomore students to create an inviting atmosphere	Sign in sheets to track attendees and participants		
STRATEGIC GOAL 1: Increase enrollment and retention within the department				
Objective 1.2: Increase enrollment and retention through advising				
Strategies	Criteria	Assessment Tools	Results	Use of Results
Strategy 1: will continue to meet with students before and after class mid-semester.	Faculty will continue scheduling a time to meet with students	Continue to maintain spreadsheet of students advised and reasons why students did not register and maintain the spreadsheet throughout the semester to evaluate stop-outs.		
STRATEGIC GOAL 1: Increase enrollment and retention within the department				
Objective 1.3: Continue coordination with center director prior to scheduling				
Strategies	Criteria	Assessment Tools	Results	Use of Results
Strategy 1: Department Chair will continue e-mail college center directors a list of possible	Recommendations match annual course schedule, class size, and students' requirements	Course size is appropriate, students are on a correct graduation path and		

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courses the semester prior to registration	for graduation	schedules are consistent		
STRATEGIC GOAL 2: Establish a Placement Program for graduates of the department				
Objective 2.1: Maintain the Reservation Employers link on our website for graduates of the department				
Strategies	Criteria	Assessment Tools	Results	Use of Results
Strategy 1: The Department will continue to update the list of reservation employers	OLC business students and graduates will have easy access to a list of job availability on the Pine Ridge Reservation and beyond	Update the link on the OLC website and continue to post job openings on the Business Department Facebook Page		
Objective 2.2: Develop a contact database for graduating students in the department to track for a yearly employment survey				
Strategy 2: Develop a contact database for graduating students in the department to track for a yearly employment survey	Faculty members will have better contact opportunities once the students have graduated to track job placement and notify the students of job openings and alumni activities.	Spreadsheet tracking students and alumni job placement.		
STRATEGIC GOAL 3: Promote professional development with all faculty members in the department				
Objective 3.1: Each full time faculty member will identify professional development educational opportunities tailored to their discipline				
Strategies	Criteria	Assessment Tools	Results	Use of Results
Strategy 1: Each full time faculty member will identify professional development educational opportunities tailored to their discipline.	100% of full time faculty will attend at least 1 professional development activity	Faculty member will submit a form of documentation providing proof they attended		

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STRATEGIC GOAL 3: Promote professional development with all faculty members in the department				
Objective 3.2: Department chairperson will ensure that all adjunct faculty meet HLC Criteria for minimum educational expertise				
Strategies	Criteria	Assessment Tools	Results	Use of Results
Strategy 1: Department chairperson will ensure that all adjunct faculty meet HLC Criteria for minimum educational expertise.	All Adjunct instructors have earned a minimum of a Master's degree in the discipline they are instructing.	Transcripts.		

Co-Curricular Activities for 2014-2015 Business Department

STRATEGIC GOAL 1: Increase enrollment and retention within the department				
Objective: Increase enrollment through the use of co-curricular activities				
Strategies	Criteria	Assessment Tools	Results	Use of Results
Strategy 1: The business department faculty will develop an internal selection process instead of faculty selecting students.	AHIEC	AHIEC business bowl completion scores.		
Faculty will promote the benefits of ABIL to students and the faculty will work as advisors for students in their college centers.	American Indian Business Leaders (ABIL)	Number of enrollment and community activities that students do		

Student Learning Outcome
Action Plan: Fall 2015

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Overall program objectives met: The Program Assessment Matrix: Program Learning Outcomes to Curriculum describes the level of assessment for each course. The assessment levels are broken into Introductory, Reinforced and Mastery to ensure the courses are appropriately taught to prepare the student for the next level. The program learning objectives are in a numerical sequence of 1-16. The link can be found on the OLC website or by http://www.olc.edu/departments/bs/bus_assessment.htm
Degree option objectives met: The Program Assessment Matrix: Program Learning Outcomes to Curriculum is also used in the degree option level. The same assessment levels are utilized but the sequence is labeled in the matrix by the degree option followed by a numerical sequence.

Outcome	Criteria	Assessment Tools	Results	Use of Results
<p>Acct 213: : This course focuses on decision-making in organizations, where the decisions involve the generation, analysis, or use of financial information. The major topics in this course include the use of accounting in making alternative choice decisions, the development and use of product cost information, and the use of accounting information for managerial planning and control. Throughout the course, a managerial viewpoint is stressed.</p> <p>PLOs met: 1.a,4, 5 CLOs met: all met</p>	<p>75% of student artifact will receive a 70% or higher</p>	<p>Mid-Term and Final</p>		

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GLOs met: 4,6,7,				
<p>BAD 143: This course is designed to teach students how to manage their own personal budget, achieve good credit, understand various types of insurance, understand investment practices, and how to plan for retirement.</p> <p>PLOs met: 1a,3,4,5, A2,B2</p> <p>CLOs met: All met GLOs met: 1,2,3,4,5,6,7,9</p>	75% of student artifact will receive a 70% or higher	Mid-Term and Final		
ECON 333 This course provides an understanding of the unique dynamics of Reservation Economies that affect the lives of Native Americans.	75% of student artifact will receive a 70% or higher	Research paper		

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<p>Topics include: the economic impact of treaties and their changing interpretation by government; the effect of Federal Department, Agency and Program (such as: Agriculture, BIA, HUD, WIC and Economic Empowerment Zones) activities on reservation economies, job opportunities, citizen attitudes, etc. The roles of: education, Tribal government, the relevant State government, and other reservation-specific issues will be discussed.</p> <p>PLOs met: 1A, C, C2, C4 CLOs met: All met GLOs met: None</p>				

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 Student Learning Outcome
 Action Plan: Spring 2016**

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Outcome	Criteria	Assessment Tools	Results	Use of Results
<p>Acct 203: A continuation of Accounting 103 that examines accounting principles and concepts applicable to inventories, fixed assets, liabilities, and corporate organization, bonds payable, statement of cash flow, and financial statement analysis.</p> <p>PLOs met: 1a, 2 ,3 ,5 CLOs met: All met GLOs met: 4,6</p>	<p>75% of student artifact will receive a 70% or higher</p>	<p>Mid-Term and Final</p>		
<p>BAd 303: This course covers the principles and techniques of human resource management including legislation affecting employers today. It also covers the human resources functions of procurement, organization, development, compensation, integration, management and separation.</p> <p>PLOs met: 1b,1d,2,3,4,5A1,A2,A3,C1,C3,D1,D3 CLOs met: All met GLOs met: 10</p>	<p>75% of student artifact will receive a 70% or higher</p>	<p>Mid-Term and Final</p>		
<p>BAd 313: This course provides an in-depth study of the behavior of people within organizations and the</p>	<p>75% of student artifact will receive a 70% or higher</p>	<p>Mid-Term and Final</p>		

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<p>structure of organizations. The course discusses communication, culture, motivation, stress, and decision making. It also discusses teams, leadership, power politics, and conflict and negotiations. The knowledge in this course is applicable to any type of organization.</p> <p>PLOs met: 1B, 1D,A3, C2, 4,5, A2, C3 CLOs met: All met GLOs met: 2,3,5</p>				
<p>BAd 373: This course provides “hands-on” instruction in developing a team to address a need, write a comprehensive Grant request proposal, and find appropriate sources of funding. Student teams will actually research, write and present a complete mock-Grant Proposal as the culminating class exercise.</p> <p>PLOs met: C2 and 3 CLOs met: All GLOs met: none</p>	<p style="text-align: center;">75% of student artifact will receive a 70% or higher</p>	<p style="text-align: center;">Final Grant</p>		

