

Standard #6 - Organizational Performance Results, Table 6.1

Complete the following table. Provide three or four examples, reporting what you consider to be the most important data. It is not necessary to provide results for every process.

Table 6.1 Standard 6 - Organizational Performance Results

Organizational Effectiveness Results	Organizational effectiveness results examine attainment of organizational goals. Each business unit must have a systematic reporting mechanism for each business program that charts enrollment patterns, student retention, student academic success, and other characteristics reflecting students' performance. Key indicators may include: graduation rates, enrollment, improvement in safety, hiring equity, increased use of web-based technologies, use of facilities by community organizations, contributions to the community, or partnerships, retention rates by program, and what you report to governing boards and administrative units.				
	Analysis of Results				
Performance Measure	What is your measurement instrument or process?	Current Results	Analysis of Results	Action Taken or Improvement made	Insert Graphs or Tables of Resulting Trends (3-5 data points preferred)
Measurable goal	(Indicate length of cycle)	What are your current results?	What did you learn from the results?	What did you improve or what is your next step?	
What is your goal?					

Increase retention at the Institutional Level

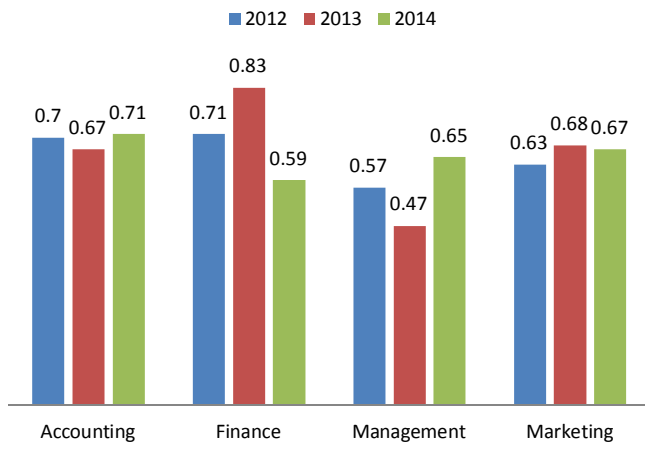
Retention rates as reported every year by the Office of Planning and Institutional Research (OPIR)

For 2014, the institutional retention rate was 83%, in comparison with the retention rate of the Business Administration Program per concentration:
Accounting - 71%
Finance - 59%
Management - 65%
Marketing - 67%.

We had experienced a positive trend in the last year for the accounting, management and marketing concentrations. Accounting and marketing major have had the highest retention rates during the last year. For this QA, the retention activities for 2014-2016 were 67. See Annual Reports attached to standard 6 for the detail of the activities per year.

The action Plan includes promote workshops to help the students integrate to the university life, as to ensure their success in their studies. Encourage the participation of the faculty in the activities developed for the students as part of the Departmental Retention Committee. The participation in the students associations should be promoted as well as the participation in activities like "lobeznos distinguidos", in where not only the outstanding students received acknowledge. They also acknowledge the students in non-academic activities.

Retention Rate by Concentration



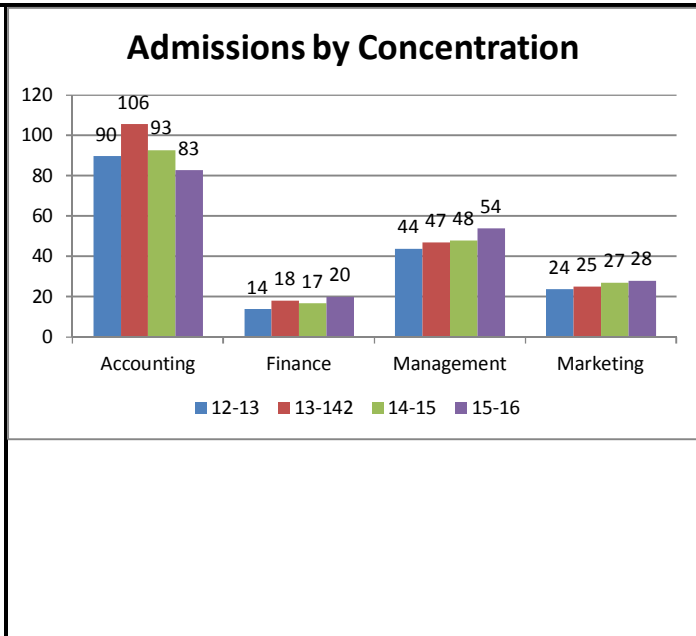
Increase the number of recruited students

Number of students accepted

There is a positive trend in admissions of students in all the concentration except for accounting. As an Institutional measure, they decrease the admissions quota "cupo" for the accounting major.

The Business Administration Program has an aggressive plan for visiting schools and provide orientation to high school students as to the benefits of receiving an education in business administration. Examples of activities to increase de admission rate are: open house, Expo UPR, orientations to the students during the night and the program "articulacion Universitaria", in where outstanding high school students has the opportunity to take courses in our program.

The Business Administration Program will continue visiting high schools and participating in open house orientation. In some of the visits we can involve active students through the students associations in the recruitment activities. We are also updating the information on our web page as to have more information available to prospective students.



Increase the graduation rate

Number of students graduated

The graduation rate has a positive trend during the last year in all Business Administration Program concentrations.

The Business Administration Program has active academic advising that provide services throughout the semester. In these advisings, both the student and the professor work together as to ensure the student complies with the Business Administration Program requirements on a timely manner. As part of achieving our mission goals we strive to prepare the students for the labor market. We promote our students to combine two of our concentrations so at the time of graduation they attained a bachelor degree in one concentration and a certification that states that they had all the course requirements of the other concentration. Even though, this might be affecting our graduation rate, we strongly believe that we are better preparing them for their professional life.

As part of the academic advising process, we will perform group academic advisings as to promote within the students to obtain the bachelor degree in a timely manner. Also, the professors promote individual academic advising for those with special requirements. The professors also emphasize for the students to place special attention to those courses that are scheduled only once a year. From the graduating students questionnaire, not only we will obtain results, but analyze them as to address the students concerns and recommendations. The Program should considered to offer a section although the "cupo" in under 70%, when you have enroll candidates for graduation.

