Standard #6 - Organizational Performance Results, Table 6.1

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.

Performance Measure	What is your measurement instrument or process?	Analysis of Results			Insert Graphs or Tables of Resulting Trends (3-5 data points preferred)
		Current Results	Analysis of Results	Action Taken or Improvement made	
Department Retention	Registar's office/Institutional Research (annually) -- note data for previous years has changed slightly due to now correctly accounting for students who changed majors during the year	2015 86.7%	Our retention is very high, but seems to vary based on the admissions strategy that took place the previous year. In years of higher retention, we are also about 5% higher than the College as a whole, and in years where our retention is in the 85% range, it is lower than the college as a whole. In other words, our prospective and admitted students are more affected by the admissions approach.	Discuss with admissions staff pointing out the value in more consistency; work with first year students to improve success.	**First Year Fall to Fall Retention**
Department Enrollment (Goal=Increase Incoming First Year by 10%)	Instituional Research Fact Book (annually)	72 first year students	Signficant increase over 2015. Well-designed open house presentations (which we control). 2014 reflected a new recruitment model College-wide.	Maintain/improve admissions counselor awareness of characteristics of each major (e.g., economic development as a discipline that should attract students but not if students don't know about it; ongoing awareness of CPA pass rate) in addition as dept as a whole. New finance major will increase enrollment; consider marketing of new programs specifically.	**Incoming First Year Enrollment**

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)
Classroom Occupancy (Goal = 85%)	Enrollment reported in Classroom and Load Management System (annually)	83%	New faculty transitions required some less optimal scheduling.	Monitor number of sections required for core courses; monitor number of elective courses offered. Some courses can be offered on an alternating schedule (every semester in one year and just one semester in the following year). Communicate to advisees when courses will be offered. Develop 8-semester plans for all majors.	**Percent Occupancy** 2010-11: 85%, 2011-12: 85%, 2012-13: 84%, 2013-14: 88%, 2014-15: 87%, 2015-16: 83%
Ratio of Full-time to Part-Time (Goal 75-80%)	Class Schedule (annually)	87%	After many years, all of our full time positions are filled, requiring fewer adjuncts.	We are now about the goal range. The plan is for the department enrollment to grow, thus needing more class sections which will require some increased adjunct use. In addition we will be using fewer full time faculty from other departments. Finally, current faculty will be encouraged to participate in Messiah's interdisciplinary studies courses.	**Ratio FT to PT** 2010-11: 81%, 2011-12: 78%, 2012-13: 70%, 2013-14: 67%, 2014-15: 73%, 2015-16: 77%, 2016-17: 87%