Mission / Purpose
The mission of the Department of Computer Information Systems and Technology is to: first, prepare Computer Information Systems students for entry-level programming, networking, and information processing positions in business and government; second, prepare Engineering Technology students for entry-level positions in applied engineering and industrial management; and third, prepare Industrial Maintenance students for multi-craft positions in manufacturing and other industries.

I. Goals and Student Learning Outcomes/Objectives, with Any Related Measures, Targets, Findings, and Action Plans

A. Goal: Address the major educational issues of the region
Address the major educational, social, cultural, and economic issues of the region and in doing so promote a positive image of the institution and the area

1. Outcome: Graduates will demonstrate understanding of fundamental business principles and functions
Graduates in CIS will demonstrate understanding of the fundamental business principles and functions and the relationship of business organizations to individuals, government, and society.

a. Measure: Graduating students will take the MFT
Students graduating in CIS will take the MFT to demonstrate their understanding of fundamental business principles and functions.

1. Achievement Target:
75% of CIS graduates will score 138 or higher on the MFT exam

50% of CIS students scored 138 on MFT exam or higher.

3. Action Plan:
MFT Exam Importance
The CIS faculty will strive to help CIS students understand the importance of performing well on the MFT exam and to take the exam seriously.
Implementation Status: Planned
Priority: High
Implementation Description: Stress importance of MFT exam

2. Outcome: Graduates will demonstrate knowledge and skill appropriate to their chosen major
Graduates will demonstrate knowledge and skill appropriate to their chosen major

a. Measure: Grade of C or better in CS 480
In addition to satisfactory completion of the CAP-SIM project, 80% of CIS students will earn a grade of C or better in the CIS capstone course.
1. Achievement Target:
80% of students will score 70% or better on database project in CS472.

Overall, 100% of students in CS 480 scored 70% or better on project.

3. Outcome: Students will demonstrate the ability to express ideas through oral and written communication
Graduates will demonstrate the ability to express ideas clearly, logically, and persuasively in oral and written communications.

   a. Measure: Students will receive rating of 3 or higher on papers and presentations
   Students will receive a rating of 3 or higher (0 to 4 scale) on papers and presentations in MG370, Management Information Systems.

   1. Achievement Target:
   80% of graduates will earn a grade of C or higher on papers and presentations in selected business core and major courses.

   100% of students passed with a rating of 3 or higher on papers and presentations in the CS 370 course.

   3. Action Plan:
      Assessment rubric development
      COB departments will develop grading rubrics for papers, presentations, cases, and projects to improve assessment process.
      Established in Cycle: 2010-2011
      Implementation Status: In-Progress
      Priority: High
      Implementation Description: Each faculty will develop rubrics for papers, presentations, cases, and projects that students complete as part of the course requirement. Reports from each faculty member are required to identify successful completion rates and recommend changes for improvement
      Responsible Person/Group: Dr. Green, Dr. Bedford and COB faculty
      Additional Resources Requested: None
      Implementation Notes: 11/30/2015 This plan has not been implemented, but will continue to work on it.

4. Outcome: Graduates will illustrate an understanding of leadership
Graduates will illustrate an understanding of leadership styles, traits, and behaviors; demonstrate understanding of individual and group dynamics including team building and collaborative behaviors in the accomplishment of tasks.

   a. Measure: Students will earn a grade of C or better on team projects
   CIS students will earn a grade of C or better on group/team projects in CS472, Database Management.

   1. Achievement Target:
   80% of students will receive a grade of C or better on team based database project.

   100% of students completing CS472 received a C or better on team based projects.
5. **Outcome:** Graduates will analyze legal and ethical issues
Graduates will analyze legal and ethical issues; synthesize appropriate proposals for practical business solutions to ethical issues.

a. **Measure:** C or better on written assignments in CS 310
   CIS students will receive a grade of C or better on written assignments in CS 310, Ethics in CIS.

   1. **Achievement Target:**
      80% of CIS students will receive a grade of C or better on written assignments in CS 310, Ethics in CIS.

   2. **Findings (2014-2015) - Target: Not Reported This Cycle**
      The CS 310, Ethics in CIS was not offered in the 2014-2015 academic year. Therefore, no data can be collected.

6. **Outcome:** Graduates will distinguish the components of business situations
Graduates will distinguish the components of business/industry situations; differentiate among alternative solutions; critique causes and potential outcomes of selected options.

a. **Measure:** Grade of C or better on CAP-SIM project in CS480
   CIS students will receive a grade of C or better on the CAP-SIM project in CS 480, Systems Project (capstone).

   1. **Achievement Target:**
      80% of students will receive a grade of C or better on the CAP-SIM project in the capstone course (CS480).

   2. **Findings (2014-2015) - Target: Met**
      100% of students in CS 480 Systems Project received a grade of C or better on the CAP-SIM project.

7. **Outcome:** Graduates will analyze complex, unstructured qualitative and quantitative problems
Graduates will analyze complex, unstructured qualitative and quantitative problems, using appropriate tools and technology.

a. **Measure:** Score 70% or better on BA371 chapter cases
   Students will score 70% or better (average) on chapter cases in BA371, Advanced Business Statistics. Grade is determined by rubric.

   1. **Achievement Target:**
      80% of students will earn a rating of 3 or better on chapter cases in BA371.

   2. **Findings (2014-2015) - Target: Met**
      At least 80% of students earned a rating of 3 or better on chapter cases in BA 371.

8. **Outcome:** Demonstrate competency in the use of contemporary information technology
Graduates will demonstrate competency in the use of contemporary information technology in business decision making processes.

a. **Measure:** Grade of C or better in CS 480
   In addition to satisfactory completion of the CAP-SIM project, 80% of CIS students will earn a grade of C or better in the CIS capstone course.
1. Achievement Target:
80% of CIS graduates will earn a grade of C or better in the CIS capstone course.

100% of students in CS 480 scored 70% or above.

9. Outcome: Demonstrate an understanding of differences in global and international business practices
Graduates will demonstrate an understanding of differences in global and international business practices; compare and contrast approaches to addressing the domestic and international environments in which business organizations operate.

a. Measure: Grade of C or better on country analyses in BA 450
Students will earn a grade of C or better on country analyses in BA 450, International Business.

1. Achievement Target:
80% of students will earn a grade of C or better on country analyses in BA 450, International Business

83% of students earned a grade of C or better on country analyses in BA 450.

II. Goals and Other Outcomes/Objectives, with Any Related Measures, Targets, Findings, and Action Plans

A. Goal: Address the major educational issues of the region
Address the major educational, social, cultural, and economic issues of the region and in doing so promote a positive image of the institution and the area

1. Objective: Provide students with quality programs and services
The Department of Computer Information Systems and Technology will provide quality programs and services to meet the needs of students enrolled.

a. Measure: Determine need/desire for additional programs and/or services
The Department of Computer Information Systems and Technology will determine the need and/or desire for additional programs/services by students. The need will be determined by conducting focus groups and other research to determine any gaps in program offerings.

1. Achievement Target:
Establish new programs/services identified by research and focus groups.

The 2014-2015 academic year was very productive for the department of Computer Information Systems and Technology. The first group of Automotive certificate students enrolled in fall 2014 and completed the program in Summer 2015. The first group of welding students began in spring 2014 and completed the program in summer 2014. The second group began in fall 2014, and completed their curriculum in spring 2015. The welding program is now serving its third cohort of students and they will complete the program in spring 2016. The first year of implementation of the B.S. degree in Engineering Technology, the program experienced a growth of 167%. The program is now in its second year and has grown 378%.
3. Action Plans:

a. ABET Accreditation
Pursue ABET accreditation for Engineering Technology and Computer Information Systems programs
Implementation Status: Planned
Priority: High
Implementation Description: 1. Identify changes to curriculum to satisfy requirements for accreditation. 2. Develop student learning outcomes and identify measures for program and courses. 3. Establish assessment requirements. 4. Identify faculty requirements.
Responsible Person/Group: CIST Faculty

b. ATMAE Accreditation
Pursue ATMAE accreditation for Industrial Maintenance and Engineering Technology programs
Implementation Status: Planned
Priority: High
Implementation Description: 1. Identify changes to curriculum to satisfy requirements for accreditation. 2. Develop student learning outcomes and identify measures for program and courses. 3. Establish assessment requirements. 4. Identify faculty requirements. 5. Notify ATMAE of intention to apply for accreditation and pay fees. 6. Set date for site visit.
Responsible Person/Group: Dr. Ahmed, Dr. Cobb, Dr. Gokaraju
Additional Resources Requested: Funds for the ATMAE site visit, administrative fees, and consulting fees.
Budget Amount Requested: $11,300.00 (one time)

c. Hire full-time Engineering Technology professor
Hire full-time Engineering Technology professor due to expanded offerings.
[$60,000 salary + $16,800 benefits (28%) = $76,800]
Implementation Status: Planned
Priority: Medium
Budget Amount Requested: $76,800.00 (recurring)

d. Hire full-time Industrial Maintenance instructor
Hire full-time Industrial Maintenance instructor due to expanded offerings in AAS program and demands from the DOL grant. [$50,000 salary + $14,000 benefits (28%) = $64,000]
Implementation Status: Planned
Priority: Medium
Budget Amount Requested: $64,000.00 (recurring)

e. Hire full-time welding instructor
Hire full-time welding instructor for welding certification courses at Demopolis.
[$50,000 salary + $14,000 benefits (28%) = $64,000]
Implementation Status: Planned
Priority: High
Budget Amount Requested: $64,000.00 (recurring)
2. Objective: Faculty will participate in a continuous cycle of academic improvement
Faculty will participate in a continuous cycle of academic improvement with the utilization of curriculum mapping for each course in the Business professional Component (BPC) and for each major in the COB degree program.

a. Measure: Faculty will participate in a continuous cycle of academic improvement
The College of Business faculty will participate in a continuous cycle of academic improvement with the utilization of curriculum mapping for each course in the Business Professional Component (BPC) and for each major in the COB degree program. Each faculty member will submit a course assessment summary for each course taught each semester. The assessment summary will include a description of any changes made in the course during the semester and a description of the results of changes made in the prior semesters.

1. Achievement Target:
   Faculty will submit assessment summaries for each course they teach every semester. The summaries are based on curriculum maps matching the courses with the COB student learning outcomes.

   All faculty submitted assessment reports for all classes taught fall 2014 and spring 2015 based on previous development of curriculum map.

b. Measure: Professional Activities
CIS and Technology faculty will be involved in at least one professional activity each year such as: Active involvement in professional organization (administration, committee, conference chair); Publication of articles in academic and professional journals; Book publication; Active involvement in accreditation organization (ACBSP, ATMAE, ABET).

1. Achievement Target:
   Faculty will report involvement in at least one professional activity each year on their Faculty Service Report and/or Faculty Achievement Report.

   100% of CIS/Technology faculty report participation in professional activities, research, publishing, and other activities. See CIS and Technology Faculty Achievement Report.

III. Other Plans for Improvement

A. Assessment rubric development
   COB departments will develop grading rubrics for papers, presentations, cases, and projects to improve assessment process.
   Established in Cycle: 2010-2011
   Implementation Status: In-Progress
   Priority: High
   Relationships (Measure | Outcome/Objective):
   Measure: Students will receive rating of 3 or higher on papers and presentations |
   Outcome/Objective: Students will demonstrate the ability to express ideas through oral and written communication
   Implementation Description: Each faculty will develop rubrics for papers, presentations, cases, and projects that students complete as part of the course requirement. Reports from each faculty member are required to identify successful completion rates and recommend
changes for improvement

**Responsible Person/Group:** Dr. Green, Dr. Bedford and COB faculty  
**Additional Resources Requested:** None  
**Implementation Notes:**  
11/30/2015 This plan has not been implemented, but will continue to work on it.

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**B. Continue to stress importance of MFT Scores**

Professors will continue to stress to students the importance of performing 138 or higher on the MFT exam.  
**Established in Cycle:** 2013-2014  
**Implementation Status:** In-Progress  
**Priority:** High  
**Implementation Description:** Professors will stress importance of MFT of 138 or higher.  
**Implementation Notes:**  
11/30/2015 Professors will continue to stress to students the importance of performing 138 or higher on the MFT exam.

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**C. New Microprocessor/Microcontroller Programming course**

Implement new Industrial Maintenance course in microprocessor/microcontroller programming to increase depth of knowledge in PLCs.  
**Established in Cycle:** 2013-2014  
**Implementation Status:** Finished  
**Priority:** High  
**Implementation Description:** Purchase controllers, power supplies, and programming kits for new PLC lab  
**Responsible Person/Group:** Dr. Gokaraju, Dr. Bedford, Dr. Cobb  
**Additional Resources Requested:** PIC 24F Microcontroller (20), DV003001 Picstart Plus Programmer (20), AC002014 9v Power Supply (20), DV164037 MPLAB ICD 3/w Explorer 16 Kit  
**Budget Amount Requested:** $11,200.00 (one time)  
**Implementation Notes:**  
11/30/2015 The course has been taught and is scheduled to be taught again in Spring 2016.  
12/11/2014 Due to scheduling issues, the Microcontroller course has been rescheduled for the Spring 2015 semester.

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**D. Upgrade electronics lab computers**

Upgrade existing computers in electronics lab to accommodate new PLC simulation software.  
**Established in Cycle:** 2013-2014  
**Implementation Status:** Finished  
**Priority:** High  
**Implementation Description:** Purchase new computers from Dell  
**Responsible Person/Group:** Dr. Gokaraju, Dr. Bedford  
**Additional Resources Requested:** Min required - 2.5GHz Core 2 Duo Processor, 4GB RAM  
**Budget Amount Requested:** $16,000.00 (one time)  

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**E. ABET Accreditation**

Pursue ABET accreditation for Engineering Technology and Computer Information Systems programs  
**Established in Cycle:** 2014-2015  
**Implementation Status:** Planned  
**Priority:** High  
**Relationships (Measure | Outcome/Objective):**  
**Measure:** Determine need/desire for additional programs and/or services  
**Outcome/Objective:** Provide students with quality programs and services
Implementation Description:  1. Identify changes to curriculum to satisfy requirements for accreditation. 2. Develop student learning outcomes and identify measures for program and courses. 3. Establish assessment requirements. 4. Identify faculty requirements.

Responsible Person/Group:  CIST Faculty

F. ATMAE Accreditation
Pursue ATMAE accreditation for Industrial Maintenance and Engineering Technology programs
Implementation Status:  Planned
Priority:  High

Relationships (Measure | Outcome/Objective):
Measure: Determine need/desire for additional programs and/or services |
Outcome/Objective: Provide students with quality programs and services

Implementation Description:  1. Identify changes to curriculum to satisfy requirements for accreditation. 2. Develop student learning outcomes and identify measures for program and courses. 3. Establish assessment requirements. 4. Identify faculty requirements. 5. Notify ATMAE of intention to apply for accreditation and pay fees. 6. Set date for site visit.

Responsible Person/Group:  Dr. Ahmed, Dr. Cobb, Dr. Gokaraju

Additional Resources Requested:  Funds for the ATMAE site visit, administrative fees, and consulting fees.

Budget Amount Requested:  $11,300.00 (one time)

G. BA 450 International Business Seminar Action Plan
COB Faculty are including oral and written communication skills as a student learning outcome in their respective courses across the COB curriculum to improve students’ skills as they progress in the degree program. COB faculty will promote in the classroom extracurricular organization, such as Toastmasters and ENACTUS, providing students the opportunity to develop their oral presentations skills.
Implementation Status:  Planned
Priority:  High

Implementation Description:  Faculty are encouraged to promote oral presentations to develop student presentation skills

Responsible Person/Group:  COB Faculty

Additional Resources Requested:  none

H. Hire full-time Engineering Technology professor
Hire full-time Engineering Technology professor due to expanded offerings. [$60,000 salary + $16,800 benefits (28%) = $76,800]
Implementation Status:  Planned
Priority:  Medium

Relationships (Measure | Outcome/Objective):
Measure: Determine need/desire for additional programs and/or services |
Outcome/Objective: Provide students with quality programs and services

Budget Amount Requested:  $76,800.00 (recurring)

I. Hire full-time Industrial Maintenance instructor
Hire full-time Industrial Maintenance instructor due to expanded offerings in AAS program and demands from the DOL grant. [$50,000 salary + $14,000 benefits (28%) = $64,000]
Implementation Status:  Planned
Priority:  Medium

Relationships (Measure | Outcome/Objective):
Measure: Determine need/desire for additional programs and/or services
Outcome/Objective: Provide students with quality programs and services
Budget Amount Requested: $64,000.00 (recurring)

J. Hire full-time welding instructor
Hire full-time welding instructor for welding certification courses at Demopolis. [$50,000 salary + $14,000 benefits (28%) = $64,000]
Implementation Status: Planned
Priority: High
Relationships (Measure | Outcome/Objective):
Measure: Determine need/desire for additional programs and/or services
Outcome/Objective: Provide students with quality programs and services
Budget Amount Requested: $64,000.00 (recurring)

K. Implement Cyber-Security concentration
Develop Cyber-Security concentration curriculum into the Computer Information Systems degree.
Implementation Status: Planned
Priority: Medium
Implementation Description: 1. Identity needed courses 2. Identify hardware and software requirements 3. Hire additional faculty 4. Acquire ACHE approval
Responsible Person/Group: Dr. Cobb
Additional Resources Requested: Cyber-Security software and faculty to teach courses

L. Implement Welding Certificate Program on campus
Renovate part of Hunt Annex building facility to accommodate welding program on campus and purchase welding equipment and supplies.
Implementation Status: Planned
Priority: High
Implementation Description: Renovate Hunt Annex
Responsible Person/Group: Dr. Donnie Cobb and Mr. Dale Acker
Additional Resources Requested: $135,000 for building renovation $50,000 for additional welding equipment and supplies (already received $25,000 donation)
Budget Amount Requested: $160,000.00 (one time)

M. MFT exam importance
The CIS faculty will strive to help CIS students understand the importance of performing well on the MFT exam and to take the exam seriously.
Implementation Status: Planned
Priority: High
Relationships (Measure | Outcome/Objective):
Measure: CIS students will take the MFT | Outcome/Objective: CIS graduates will demonstrate understanding of fundamental business principles and functions
Implementation Description: Stress importance of MFT exam

IV. Analysis Questions and Analysis Answers

A. What specific strengths did your assessments show? (Strengths)
Increase in student enrollment due to faculty recruiting, workshops, community services, grants, and industry partnerships. More students are obtaining better internships due to
industry partnerships and the internships are developing into full-time jobs for graduates. Diversity in Faculty cultures, educational disciplines, and professional experiences.

B. What specific weaknesses or challenges did your assessments show? (Weaknesses)
Although CIST enrollment is up, numbers are still low which prohibits course offerings of more than once per year. Limited amount of classrooms, offices, and labs. Small lab facilities and equipment restrict class sizes. Lack of funds to renovate or build new facility. Lack of funds to purchase new equipment. Fluid Power Lab equipment is 25 years old and is beginning to have maintenance issues. Limited funds to purchase needed equipment which hinders growth of programs and industry partnerships. (computers, robotics, machining centers, industrial mechanics, etc.). Lack of release time and funds for Academic Research, conferences, recruiting. Student growth is a challenge due to an economically depressed region. Sumter County, AL is the poorest county in the state of Alabama.

C. What plans were implemented?
Faculty are members of ATMAE (Engineering Technology Accrediting Agency) and participate in ATMAE Conference and presentations. Developed additional partnerships with industries for internship and full-time employment for students and graduates. Developed and purchased "Rack" cards (brochures) to assist in visual aids for recruiting. Revised the B.S. degree curriculum in Engineering Technology. In two years, Engineering Technology has grown 377%.

D. What plans were not implemented?
Not able to acquire ATMAE or ABET accreditation at this time, but plan for future. Due to lack of funds was not able to develop welding certificate program in Hunt Annex on UWA campus. Still not able to update or purchase new hydraulics equipment due to lack of funds. Because of lack of funds, have not purchased equipment for robotics, industrial mechanics, or machining centers.

E. How will assessment results be used for continuous improvement?
Pursue ATMAE and ABET accreditation Continue to work with industry partners to increase student internships and job opportunities. Continue recruiting to increase student growth. Work with area high school counselors and administration to increase student enrollment. Continue to pursue and acquire grants that will help purchase new equipment which assist in attracting and retaining students and industry partners.

V. Annual Report Section Responses

A. Key Achievements
   See attached Faculty Achievement Report.

B. Faculty Achievements
   See attached Faculty Achievement Report.

C. Public/Community Service
   See attached Faculty Achievement Report.