

East Stroudsburg University COSMA Annual Report 2022-23

Table 1. Program information

Institution's Name:	East Stroudsburg University				
Address:	200 Prospect St, East Stroudsburg, PA 18301				
City:	East Stroudsburg	State:	PA	ZIP/Postal Code:	18301
Primary COSMA Contact Name and Designated Alternate Contact:	Name 1: Jaedeock Lee Name 2: Xiaochen Zhou				
Telephone:	570-422-3340	Email:	jaedeock@esu.edu		
Sport Management Degree Program(s):	Bachelor of Science in Sport Management Master of Science in Sport Management Master of Science in Management & Leadership Sport Management				
Name of College where Sport Management degree(s) is housed:	College of Business and Management				
Academic Unit URL:	http://esu.edu/smgt				

Table 2. BS in Sport Management Student Learning Outcomes Matrix - Academic Year 2022 – 2023

Identify Each Student Learning Outcome and Measurement Tool(s)	Identify Benchmark	Total Number of Students Observed	Total Number of Students Meeting Expectation	Assessment Results: Percentage of Students Meeting Expectation	Assessment Results: Does not meet expectation Meets expectation Exceeds expectation Insufficient data
SLO 1. Identify the managerial functions required of sport managers and implement these functions in a contemporary sport setting.					
<i>Measure 1.1.</i> SMGT 201 Written Assignment (direct)	80% of students assessed receive “acceptable” or better.	8	6	75%	Meets expectation
<i>Measure 1.2.</i> SMGT 445 Event planning (direct)	80% of students assessed receive “acceptable” or better.	28	24	86%	Meets expectations
<i>Measure 1.3.</i> Senior survey Item 3-a (indirect)	80% of students will get strongly agree or agree on the Item 3-a.	10	7	70%	Meets expectations
<i>Measure 1.4.</i> Internship site supervisor evaluation (indirect)	80% of students will receive A grade (“Excellent”) from final evaluation.	31	27	87%	Meet expectation
SLO 2. Demonstrate oral and written communication skills required of professionals in the sport industry.					
<i>Measure 2.1.</i> SMGT 304 Historical figure paper & presentation (direct)	80% of students assessed receive “acceptable” or better.	55	45	82%	Meets expectation
<i>Measure 2.2.</i> SMGT 347 Memorandum (direct)	80% of students assessed receive “acceptable” or better.	37	35	95%	Exceeds expectations
<i>Measure 2.3.</i>	80% of students get strongly	10	9	90%	Exceeds expectation

Senior survey Item 3-b/c (indirect)	agree or agree on the Item 3-b/c.				
SLO 3 Critique and evaluate sport-related resources and provide practical application to various contexts of sport.					
<i>Measure 3.1.</i> SMGT 408 Financial analysis (direct)	80% of students assessed receive “acceptable” or better.	31	21	67.7%	Does not meet expectation
<i>Measure 3.2.</i> SMGT 447 Facility analysis (direct)	80% of students assessed receive “acceptable” or better.	37	34	92%	Exceeds expectations
<i>Measure 3.3.</i> Senior survey Item 3-d (indirect)	80% of students will get strongly agree or agree on the Item 3-d.	10	9	90%	Exceeds expectation
SLO 4. Utilize critical thinking skills to address issues confronting professionals in sport management.					
<i>Measure 4.1.</i> SMGT 302 Individual online discussion (direct)	80% of students assessed receive “acceptable” or better.	80	57	71%	Meets expectation
<i>Measure 4.2.</i> SMGT 440 Research Idea Statement (direct)	80% of students assessed receive “acceptable” or better.	13	11	85%	Exceed expectation
<i>Measure 4.3.</i> Senior survey Item 3-e (indirect)	80% of students will get strongly agree or agree on the Item 3-e.	10	9	90%	Exceed expectation
SLO 5. Examine ethical issues and the impact of global diversity in the sport culture.					
<i>Measure 5.1.</i> SMGT 302 Reaction Paper (direct)	80% of students assessed receive “acceptable” or better.	80	60	75%	Meets expectation
<i>Measure 5.2.</i> SMGT 405 International sport project (direct)	80% of students assessed receive “acceptable” or better.	31	28	90%	Exceeds expectations
<i>Measure 5.3.</i> Internship site supervisor	80% of students get 3 or higher score (4-item	31	30	97%	Exceed expectation

evaluation Item b6a & b6b (indirect)	scale) on the Item b6a & b6b.				
<i>Measure 5.4.</i> Senior survey Item 3-f/g (indirect)	80% of students get strongly agree or agree on the Item 3-f/h.	10	7	70%	Meets expectation

Note: If you are using different direct and indirect measures for different degree programs, please replicate the matrix, using one matrix for each program that has different measures. If different programs use the same measures, only one copy of the matrix is needed.

Student Learning Outcomes Matrix Narrative:

SLO 1. Identify the managerial functions required of sport managers and implement these functions in a contemporary sport setting.

Measure 1.1: SMGT201 Written Assignment

6 out of 8 students (75%) received “acceptable” or better in this measure. Most students submitted a reaction paper to a documentary on time and successfully conducted an in-depth analysis of the documentary using knowledge learnt in class. The data was collected only in Spring 2023. Fall 2022 data was not collected because the instructor did not teach the course due to leave and the assessment was not available to students.

Measure 1.2: SMGT 445: Event Planning

24 out of 28 students (86%) received “acceptable” or better in this measure. This project-based learning assignment is meant to be a hands-on application experience. Most students successfully completed a written portfolio outlining their experience in planning, organizing, and executing a sport management-related event. Additional events may be added to each semester to ensure exposure to multiple areas of the sport industry. No other change will be made to this measure.

Measure 1.3. Senior survey item 3-a

7 out of 10 (70%) graduating seniors either strongly agreed or agreed on the item 3-a, “Utilize sport managerial functions in a contemporary sport setting.” This indirect measure supported students met the SLO #1. To further strengthen this measure, we will continue teaching various sport managerial functions to students.

Measure 1.4. Internship site supervisor evaluation

Out of 31 students, 27 students (87%) received “A” grades from their internship site supervisors. Most students impressed their supervisors at the internship sites. There were four students who got B grades. Students who didn’t receive an A grade need improvement in professionalism and presentation of self-confidence.

SLO 2. Demonstrate oral and written communication skills required of professionals in the sport industry.

Measure 2.1: SMGT 304 Historical figure paper and presentation

45 out of 55 students (82%) received “acceptable” or better in this measure. Most students successfully completed a written investigation into the historical impact of selected sport organizations and offered in-depth analysis of their influence on the sport industry. Additional individualized writing instruction will be offered for students during scheduled writing sessions.

Measure 2.2: SMGT 347 Memorandum

35 out of 37 students (95%) received “acceptable” or better in this measure. Most students successfully completed a written analysis of a legal issue facing the sport industry and provided clear application of appropriate legal concepts. Additional attention to legal *research techniques* and *citation formatting* is required, majority of the shortfall was found in these areas. Assistance from library faculty supporting the comprehension of legal research and citation has been planned for the upcoming year.

Measure 2.3. Senior survey item 3-b and 3-c

9 out of 10 (90%) graduating seniors either strongly agreed or agreed on the item 3-b, “Demonstrate effective oral communication skills required by professionals.” and 3-c, “Demonstrate effective written communication skills required by professionals.” This indirect measure supported students met the SLO #2. To further improve this measure, we will continue providing projects, assignments, and extracurricular activities that strength students’ oral and written communication skills.

SLO 3 Critique and evaluate sport-related resources and provide practical application to various contexts of sport.

Measure 3.1. SMGT 408 Financial analysis

67.7% of students assessed received “acceptable” or better in this measure. It was 58.8% in 2021-22 and the rate went up this year. However, it’s still below 70% and some students still struggled to follow guidelines (e.g., provide in-depth financial analysis using data, discuss suggestions for future business from internal and external data analysis). We should continue to improve students’ understanding of the assignment.

Measure 3.2.: SMGT 447 Facility analysis

34 out of 37 students (92%) received “acceptable” or better in this measure. Most Students successfully completed their Sport facility analysis on selected venues and offered in-depth understanding of sport venues. There was no change made on this measure.

Measure 3.3. Senior survey item 3-d

9 out of 10 (90%) graduating seniors either strongly agreed or agreed on the item 3-d, “Efficiently evaluate sport-related resources in its application.” This indirect measure supported students met the SLO #3. To further strengthen this measure, we will continue providing hands-on projects for students to evaluate sport-related resources in various applications.

SLO 4. Utilize critical thinking skills to address issues confronting professionals in sport management.

Measure 4.1. SMGT 302 Individual online discussion

57 out of 80 students (71%) received “acceptable” or better in this measure. Most students actively engaged in three online discussions by posting a post to analyze social problems in sport and replying to other people’s posts. The data was collected only in Spring 2023. Fall 2022 data was not collected because the instructor did not teach the course due to leave and the assessment was not available to students.

Measure 4.2. SMGT 440 Research Idea Statement

11 out of 13 students (85%) received “acceptable” or better in this measure. Most students selected a research problem of their own interest that is significant to the sport industry and generated research ideas from the problem. The data was collected only in Spring 2023. Fall 2022 data was not collect because the instructor did not teach the course due to leave and the assessment was not available to students.

Measure 4.3. Senior survey item 3-e.

9 out of 10 (90%) graduating seniors either strongly agreed or agreed on the item 3-e, “Develop decision making skills for current issues facing sport professionals.” This indirect measure supported students met the SLO #4. To further strengthen this measure, we will continue encourage students to discuss critical issues of the sport industry.

SLO 5. Examine ethical issues and the impact of global diversity in the sport culture.

Measure 5.1. SMGT 302 Reaction Paper

60 out of 80 students (75%) received “acceptable” or better in this measure. Most students analyzed a debate topic problem in sport from both the affirmative and opposing side, and wrote an in-depth reflection paper. The data was collected only in Spring 2023. Fall 2022 data was not collect because the instructor did not teach the course due to leave and the assessment was not available to students.

Measure 5.2.: SMGT 405 International sport project

28 out of 31 students (90%) received “acceptable” or better in this measure. Most of the students successfully completed their International Sport analysis on selected countries and offered in-depth understanding of global sport businesses. There was no change made on this measure.

Measure 5.3.: Internship site supervisor evaluation Item b6a & b6b

31 out of 30 students (97%) received grades of 3 or higher on item b6a, “Show positive character traits and integrity in decision making”, and b6b, “Practice a code of ethics”. This showed that students have fully demonstrated an understanding and ability to handle ethical issues in the professional setting.

Measure 5.4. Senior survey item 3-f and 3-g

7 out of 10 (70%) students either strongly agreed or agreed on item 3-f, “Understand ethical sport-related issues.” and item 3-g, “Identify my role in a diverse sport community.” This indirect measure supported students achieved SLO #5 but still have room to improve. We will continue to encourage students to discuss ethical issues, such as subjects related to ethics and diversity, in multiple sport management courses.

Table 3. Graduate Sport Management Programs (MS in Sport Management & MS in Management and Leadership in Sport Management) Program-Level Student Learning Outcomes Matrix; Academic Year 2022 - 2023

Identify Each Student Learning Outcome and Measurement Tool(s)	Identify the Benchmark	Total Number of Students Observed	Total Number of Students Meeting Expectation	Assessment Results: Percentage of Students Meeting Expectation	Assessment Results: 1. Does not meet expectation 2. Meets expectation 3. Exceeds expectation 4. Insufficient data
SLO 1. Illustrate knowledge of managerial principles required of sport managers in a contemporary sport setting.					
<i>Measure 1.1.</i> SMGT 547 Financial analysis (direct)	80% of students assessed receive “acceptable” or better.	15	12	80%	Meets expectation
<i>Measure 1.2.</i> Internship site supervisor evaluation (indirect)	80% of students receive A grade (Excellent) from final evaluation.	9	9	100%	Exceeds expectation
<i>Measure 1.3.</i> Graduating student survey Item 3-a (indirect)	80% of students get strongly agree or agree on the selective item.	5	5	100%	Exceeds expectations
SLO 2. Develop sport industry vernacular and professional oral and written communication skills when interacting in the workplace.					
<i>Measure 2.1.</i> SMGT 548 Individual Report (direct)	80% of students assessed receive “acceptable” or better.	16	12	75%	Meets expectation
<i>Measure 2.2.</i> SMGT 547 Article critique (direct)	80% of students assessed receive “acceptable” or better.	15	15	100%	Exceeds expectation
<i>Measure 2.3.</i> Graduating student survey Item 3-b/c	80% of students get strongly agree or agree on the selective item.	5	5	100%	Exceeds expectations
SLO 3. Evaluate and synthesize best practices and research methods used by					

professionals in the sport industry.					
<i>Measure 3.1.</i> SMGT 570 Oral presentation (direct)	80% of students assessed receive “acceptable” or better.	7	4	57%	Dose not meet expectations
<i>Measure 3.2.</i> SMGT 549 Law case presentation (direct)	80% of students assessed receive “acceptable” or better.	Course was not offered.			
<i>Measure 3.3.</i> Graduating student survey Item 3-d/e	80% of students get strongly agree or agree on the selective item.	5	5	100%	Exceeds expectations
SLO 4. Formulate critical thinking skills to interpret and solve issues confronting professionals in sport management.					
<i>Measure 4.1.</i> SMGT 549 Risk management portfolio (direct)	80% of students assessed receive “acceptable” or better.	Course was not offered.			
<i>Measure 4.2.</i> SMGT 548 Marketing plan project (direct)	80% of students assessed receive “acceptable” or better.	15	14	93.3%	Exceeds expectation
<i>Measure 4.3.</i> Graduating student survey Item 3-f	80% of students get strongly agree or agree on the selective item.	5	5	100%	Exceeds expectations

Student Learning Outcomes Matrix Narrative:

SLO 1. Illustrate knowledge of managerial principles required of sport managers in a contemporary sport setting.

Measure 1.1. SMGT 547 Financial analysis

12 out of 15 students (80%) received “acceptable” or better in this measure. Most students successfully completed their financial analysis on selected sport business organizations and offered in-depth forecasting and planning for their businesses. Three students didn’t meet expectation mainly because they did not offer findings thoroughly by using advanced data analytic skills.

Measure 1.2. Internship site supervisor evaluation

9 out of 9 (100%) interns received A grade recommendation from internship site supervisors. This suggested that all of our students are equipped with strong professional skills and characters to succeed as sport managers.

Measure 1.3. Graduating student survey Item 3-a

All 5 students agreed or strongly agreed on the item “Illustrate knowledge of managerial principles required of sport managers in a contemporary sport setting.” This indirect measure supported students met SLO #1. To further strengthen this measure, we will continue teaching students managerial principles of sport through hands-on class projects and extracurricular activities.

SLO 2. Develop sport industry vernacular and professional oral and written communication skills when interacting in the workplace.

Measure 2.1. SMGT 548 Individual Report

75% of students received “acceptable” or better in this measure. Majority of students successfully presented key topics and findings and led class discussions based on the article assigned. However, some students needed to improve their understanding of the article’s main ideas and findings.

Measure 2.2. SMGT 547 Article Critique

100% students received “acceptable” or better in this measure. All students assessed selected their peer-reviewed article and comprehensively reviewed and discussed strengths and weaknesses, as well as future research insights.

Measure 2.3. Graduating student survey Item 3-b/c

All 5 students agreed or strongly agreed on item “Demonstrate effective oral communication skills required by professionals” and “demonstrate effective written communication skills required by professionals.” This indirect measure supported students met SLO #2. To further strengthen this measure, we will continue utilize providing projects, assignments, and extracurricular activities that strength students’ oral and written communication skills.

SLO 3. Evaluate and synthesize best practices and research methods used by professionals in the sport industry.

Measure 3.1. SMGT 570 Research Proposal

4 out of 7 students (57%) received “acceptable” or better in this measure. While most of the students provided in-depth understanding of academic research and successfully proposed their studies, some failed to provide such understanding. Students had oral presentations instead of the poster presentations because there was no conference in the campus.

Measure 3.2. SMGT 549 Law case presentation

SMGT 549 was not offered because of curriculum change and faculty load requirements. We created a new course, SMGT 552 Governance and Policy in Sport, which was offered in spring

2023, instead of SMGT 549. We will work on revising the outcome assessment measure based on this change.

Measure 3.3. Graduating student survey Item 3-d/e

All 5 students agreed or strongly agreed on item “evaluate and synthesize best practices and research methods used by professionals in the sport industry” and “efficiently evaluate sport-related resources in its application.” We will continue to encourage graduate students to develop independent research projects and to explore the best practices to solve the problems in sport setting throughout multiple sport management courses/projects.

SLO 4. Formulate critical thinking skills to interpret and solve issues confronting professionals in sport management.

Measure 4.1. SMGT 549 Risk management portfolio

SMGT 549 was not offered because of curriculum change and faculty load requirements. We created a new course, SMGT 552 Governance and Policy in Sport, which was offered in spring 2023, instead of SMGT 549. We will work on revising the outcome assessment measure based on this change.

Measure 4.2. SMGT 548 Marketing plan project

93.3% of students received “acceptable” or better in this measure. Most students prepared their marketing plans following the template and delivered professional presentations.

Measure 4.3. Graduating student survey Item 3-f

All 5 students agreed or strongly agreed on item “formulate critical thinking skills to interpret and solve issues confronting professionals in sport management.” We will continue to have in-depth discussions on critical issues of the sport industry and encourage students to critically analyze the problems through course projects and extracurricular activities.

Table 4. Program-Level Operational Effectiveness Goals Matrix: 2022-2023

Identify Each Operational Effectiveness Goal and Measurement Tool(s)	Identify the Benchmark	Data Summary	Assessment Results: 1. Does not meet expectation 2. Meets expectation 3. Exceeds expectation 4. Insufficient data
OEG 1. Cultivate an environment of academic advancement that prepares students for professional application.			
<i>Measure 1.</i> In-class service-learning project	Sport Management majors participate in at least one service-learning project through one or more of their Sport Management major courses.	Students in SMGT 409 course participated in marketing plan projects with Lehigh Valley Ironpigs (Fall 2022) and Wilkes-Barre/Scranton Penguins (Spring 2023). SMGT 445 students completed service learning projects to host events (homecoming social in fall 2022 and Rec Day in spring 2023).	Exceeds expectation
<i>Measure 2.</i> Guest Speaker Series	Multiple sport management courses offer students opportunities to meet industry professionals in classroom either in-class or online conference. Minimum of three speakers present per a year.	Five speakers were invited to talk in sport management classes in 2021-22 year.	Exceeds expectation
OEG 2. Recruit, hire, and retain high quality and diverse faculty.			
<i>Measure 1.</i> Faculty hiring	When recruiting a new sport management faculty, the pool will consist of minimum of 15 qualified and diverse candidates.	SMGT had a tenure-track faculty search for spring 2023. We had 23 applicants who were qualified and diverse.	Exceeds expectation
<i>Measure 2.</i> Program exit surveys	Average score from the item, “Overall quality of faculty members” of the exit survey is higher than 4.0 (on a 5 point scale).	Average score on the item, “Overall quality of faculty” of the exit survey was 4.4 (n=10)	Exceeds expectation
<i>Measure 3.</i> Faculty professional development	Evidence of supporting resources for faculty professional development.	Faculty members were supported travel and conference expenses to attend/present at the national conferences (COSMA and NASSM).	Exceeds expectation
OEG 3. Enhance program recognition both in the local community and on the national level.			
<i>Measure 1.</i> Faculty and student Presentation	Sport Management faculty and student present at least one research or teaching projects at the regional/national conference.	One research poster was presented by ESU faculty and students at the 2023 NASSM conference, June, Montreal, ON, Canada.	Meets expectation

<i>Measure 2.</i> ESU Student Research Symposium	Sport Management students will be presenting at least three projects at the annual ESU Student Research Symposium (SRS).	Undergraduate and graduate students made a total of 3 research presentations at the annual ESU Student Research Symposium in April 2023.	Meets expectation
<i>Measure 3.</i> Social media engagement	Department actively manages and engages in social media activity through Twitter, Instagram, and Facebook.	Department continues to be active in social media such as Twitter (@esumgt), Instagram (@esu_smg), and Facebook (ESU Alumni closed group), and LinkedIn.	Meets expectation
<i>Measure 4.</i> Program newsletter	Department publishes e-newsletter every fall and spring semester and shares it internally and externally.	Department published fall 2022 and spring 2023 e-newsletters and distributed to the campus community and via social media account.	Meets expectation
OEG 4. Foster lasting partnerships with industry professionals through alumni and student engagement.			
<i>Measure 1.</i> SCORE (Sport Careers: Opportunity, Recruitment, and Employment) Symposium	Department hosts annual SCORE Symposium by inviting multiple industry professionals to engage with current students. Students get opportunities to interact with professionals to foster relationships.	Department hosted the 2023 SCORE Symposium, featuring five guest presenters from sport industry. More than 80 students attended the symposium and had an opportunity to interact with professionals.	Meets expectation
<i>Measure 2.</i> Field trips	Department and SMGT Club arrange two field trips to sporting event/facilities per year, providing students opportunity to tour the facility and meet executive members of sport organizations.	Four field trips were organized and successfully completed during 2022-23 academic year: 1) Lehigh Valley IronPigs, 2) Philadelphia 76ers, and 3) Wilkes-Barre/Scranton Penguins.	Exceeds expectation
**Explanation of course action for intended outcomes not realized:			
All OEG goals were met in 2022-23 academic year.			

Notes: 1) Provide all explanations of this table that follows. 2) If you are using different operational outcomes measures for different degree programs, please replicate this form, using one form for each program that has different measures. 3) If different programs use the same measures, only one copy of this form is needed.

OEG Narratives

OEG 1. Cultivate an environment of academic advancement that prepares students for professional application.

As ESU got back to in-person classes, we were able to offer hands-on service learning projects for students, where they apply their learning to real-world environment. For example, SMGT 409 Concept of Sport Marketing students pitched their marketing plans to Lehigh Valley IronPigs (AAA affiliate with Philadelphia Phillies) and Wilkes-Barre/Scranton Penguins representatives. SMGT 445 Organization and Administration students completed event management projects to host a homecoming breakfast social in fall 2022 and a NIRSA Rec Day event in spring 2023. There were 5 guest speakers invited to talk in regular sport management classes in 2022-23,

including two speakers for the marketing project presentations. We will continue to provide hands-on learning opportunities and networking initiatives with industry professionals to students.

OEG 2. Recruit, hire, and retain high quality and diverse faculty.

We hired one tenure-track Assistant Professor, effective January 2023. We had a strong pool, consist of 23 applicants. A program exit survey showed students highly rated quality of our faculty members. In addition, faculty members received funding support to attend the COSMA and NASSM conferences for professional development.

OEG 3. Enhance program recognition both in the local community and on the national level.

We had a strong presence in the sport management academia locally and nationally in 2022-23 year. Three research projects were presented at the ESU annual Student Research Symposium and multiple research abstracts were presented at the national academic conferences such as NASSM. We actively posted student activities, faculty achievements on social media outlets (Instagram, Twitter, LinkedIn) and published fall 2022 and spring 2023 department newsletters.

OEG 4. Foster lasting partnerships with industry professionals through alumni and student engagement.

We had a tremendous success in hosting annual SCORE symposium in March 2023, featured five industry professionals: Steve Murray (PA State Athletic Conference), Joe Kennedy (All Vote No Play), Jodie Frey (Lafayette College), Joe Mattioli (The Baher Group), and Elijah Crandall (Nike). More than 80 students attended and interacted with guest speakers in panel discussions and social networking event. Students provided very positive feedback and appreciated the opportunities to meet with sport business professionals. Further, we organized field trips and brought students to three different venues/games in 2022-23 year: Wells Fargo Center, Coca-Cola Park, and Mohegan Sun Arena. We will keep expanding our partnerships and plan more field trips.

PROGRAM INFORMATION PROFILE

This profile offers information about the program in the context of its mission, basic purpose and key features.

Name of Institution: East Stroudsburg University of Pennsylvania

Program/Specialized Accreditor(s): Pennsylvania State System of Higher Education (PASSHE)

Institutional Accreditor: Commission on Higher Education of the Middle States Association of Colleges and Schools

Date of Next Comprehensive Program Accreditation Review: 2025-2026

Date of Next Comprehensive Institutional Accreditation Review: 2025-2026

URL where accreditation status is stated: <https://www.msche.org/institution/0494/>

Indicators of Effectiveness with Undergraduates [As Determined by the Program]

1. Graduation Year: 2022-23

B.S. Sport Management # of Graduates:

Graduation Rate: Fall 17 cohort – 40 , 4 years rate: 30%; 5 years rate: 35%

Graduation Rate is calculated using the number of SMGT-BS completers from the initial Fall 2017 SMGT cohort divided by the number of Fall 2017 Freeze SMGT-BS First Time Full Time Degree seeking cohort

2. Average Time to Degree: 4-Year Degree: x 5-year Degree

3. Annual Transfer Activity (into Program): Year: 2022-23

of Transfers: 18 Transfer Rate: NA

4. Graduates Entering Graduate School: Year: 2022-23

of Graduates: 33 # Entering Graduate School: 6

5. Job Placement (if appropriate): Year: 2022-23

of Graduates: 33 # Employed: NA

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