

Program Review
Business
2025

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I. Program/Program Review History

1. Program Overview

- a. The Business Program at Western Nevada College (WNC) offers a range of academic pathways designed to prepare students for workforce entry and further academic study. The program includes Certificates of Achievement and Associate-level degrees delivered both face-to-face and online across the College's service area. The Associate of Applied Science (AAS) in Business provides three areas of emphasis—Accounting, General Business, and Management—while the Associate of Business (AB) degree, introduced in 2017, was designed as a transfer-friendly option for students pursuing baccalaureate study. Certificate options in Bookkeeping and General Business also remain available to support career and skill advancement.
- b. Since the previous review period, the program has undergone several notable developments. The introduction of the AB degree in 2017 marked a significant shift, although it resulted in a corresponding decline in AAS enrollments. During the 2013–2019 cycle, the program also experienced a reduction in full-time tenured faculty from four to one, increasing reliance on adjunct instructors. To maintain instructional quality, the program implemented a two-year course rotation schedule and standardized course sequencing. The College's expansion of online instruction has enhanced flexibility for students, and initiatives such as the "Jump Start" dual enrollment program have brought a younger demographic into the program. Collectively, these efforts demonstrate the program's continued commitment to accessibility, workforce relevance, and transfer preparation.

2. Program Review History

- a. The most recent comprehensive program review prior to this cycle was completed in 2013. That review identified several areas for improvement, including the need for coordinated course scheduling, enhanced assessment of student learning outcomes, and a reduction in adjunct teaching overloads. In response, the program implemented a two-year course rotation to improve scheduling efficiency and discontinued adjunct overload practices.
- b. However, since the 2013 review, systematic curriculum and outcome assessments had not been fully maintained. The current review found that while progress has been made in standardizing course offerings and expanding online delivery, the Business Program continues to face challenges due to the reduction in full-time tenured faculty. This has limited opportunities for sustained curriculum development and program

oversight. Recommendations from the current review call for rebuilding full-time faculty lines, revising student learning outcomes to align with both the AAS and AB degrees, and reconfiguring the AAS program to better serve adult learners. These actions will strengthen program continuity, academic quality, and long-term sustainability.

Award	Description	Required Courses
Skills Certificate: Real Estate	WNC offers courses to prepare students for licensure by the Nevada Real Estate Division.	RE 101: Real Estate Principles (4) RE 103: Real Estate Law and Practice (4)
Certificate of Achievement - Business	Provides students with knowledge and skills for employment in a wide variety of occupations in the field of business.	ACC 135: Bookkeeping I or ACC 201: Financial Accounting BUS 101: Introduction to Business IS 101: Introduction to Information Systems or IS 201: Computer Applications MGT 201: Principles of Management MKT 210: Marketing Principles Business Electives (6 Units): Any Accounting, Business, Economics, Entrepreneurship, Finance, Management, Marketing or Real Estate Courses General Education (9 Units): English/Communications (6) Recommended: BUS 107 and BUS 108 or ENG 101 and ENG 102 Mathematics (3)
Certificate of Achievement - Bookkeeping	Designed for students who wish to enter the accounting	ACC 135: Bookkeeping I ACC 201: Financial

	<p>profession as an accounting clerk or as an entry level bookkeeper. It allows students to obtain credit for courses that will also apply toward the Associate of Applied Science in Business-Accounting.</p>	<p>Accounting BUS 101: Introduction to Business IS 101: Introduction to Information Systems or IS 201: Computer Applications MGT 201: Principles of Management</p> <p>Program Electives (6): Any AAC course</p> <p>General Education (9) English/Communications (6) Recommended: BUS 107, BUS 108 Mathematics (3)</p>
<p>Associate of Applied Science - General Business</p>	<p>Prepare for career entry or advancement in accounting, business, management and marketing. Students develop knowledge, skills and abilities to succeed in today's dynamic business environment. WNC offers Associate of Applied Science degrees for direct entry into the business world or an Associate of Business degree that transfers to four-year institutions.</p> <p>The purpose of the Associate of Applied Science Business degree is to provide the knowledge and skills necessary to be a successful manager.</p> <p>Students will be able to:</p> <ul style="list-style-type: none"> ● Articulate and demonstrate their 	<p>BUS 101: Introduction to Business BUS 273: Business Law I BUS 299: Business Capstone ECON 102: Principles of Microeconomics ECON 103: Principles of Macroeconomics IS 101: Introduction to Information Systems or IS 201: Computer Applications MGT 201: Principles of Management MKT 210: Marketing Principles</p> <p>Accounting (6) ACC 201: Financial Accounting ACC 135: Bookkeeping I or ACC 202: Managerial Accounting</p> <p>Business Electives (15 in three different areas): Any Accounting, Business,</p>

	<p>personal employment related knowledge, skills and abilities.</p> <ul style="list-style-type: none"> ● Evaluate the impact of various economic systems and policies. ● Summarize, record, analyze, interpret and communicate accounting and financial information for decision-making. ● Devise, implement and evaluate managerial decisions, actions and outcomes. ● Apply technology to aid in communications and decision-making. ● Present research, data, analysis and conclusions through written and oral means. ● Describe the changing landscape of the global market and its impact on the United States. ● Summarize the impact of social, ethical, legal and diversity issues within contemporary business. ● Develop business, financial and marketing plans for established and emerging businesses. 	<p>Economics, Entrepreneurship, Finance, Management, Marketing or Real Estate</p> <p>General Education (15): English/Communications (6) Mathematics (3) Science (3) US/Nevada Constitution (3)</p>
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<p>Associate of Applied Science - Accounting</p>	<p>Prepare for career entry or advancement in accounting, business, management and marketing. Students develop knowledge, skills and abilities to succeed in today's dynamic business environment. WNC offers Associate of Applied Science degrees for direct entry into the business world or an Associate of Business degree that transfers to four-year institutions.</p> <p>The purpose of the Associate of Applied Science Business degree is to provide the knowledge and skills necessary to be a successful manager.¹</p>	<p>ACC 201: Financial Accounting ACC 202: Managerial Accounting BUS 101: Introduction to Business BUS 273: Business Law I BUS 299: Business Capstone ECON 102: Principles of Microeconomics ECON 103: Principles of Macroeconomics IS 101: Introduction to Information Systems or IS 201: Computer Applications MGT 201: Principles of Management MKT 210: Marketing Principles</p> <p>Accounting Requirements (6) ACC 203: Intermediate Accounting I ACC 220: Microcomputer Accounting Systems or ACC 223: Introduction to Quickbooks</p> <p>Accounting Electives (9): ACC 105: Taxation for Individuals ACC 180: Payroll & Employee Benefit Accounting ACC 204: Intermediate Accounting II ACC 220: Microcomputer Accounting Systems ACC 223: Introduction to Quickbooks ACC 261: Governmental Accounting ACC 290: Certified</p>
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¹ Website mission. Misplaced for the AAS in Accounting.

		<p>Bookkeeper Course ACC 295: Work Experience I COT 262: Intermediate Spreadsheet Concepts ECON 261: Principles of Statistics I ECON 262: Principles of Statistics II</p> <p>General Education (15): English/Communications (6) Recommended: BUS 107, BUS 108; or ENG 101, ENG 102 Mathematics (3) Science (3) US/Nevada Constitution (3)</p>
<p>Associate of Applied Science - Management</p>	<p>Prepare for career entry or advancement in accounting, business, management and marketing. Students develop knowledge, skills and abilities to succeed in today's dynamic business environment. WNC offers Associate of Applied Science degrees for direct entry into the business world or an Associate of Business degree that transfers to four-year institutions.</p> <p>The purpose of the Associate of Applied Science Business degree is to provide the knowledge and skills necessary to be a successful manager.</p> <p>Students will be able to:</p> <ul style="list-style-type: none"> ● Articulate and demonstrate their personal employment 	<p>ACC 201: Financial Accounting ACC 202: Managerial Accounting BUS 101: Introduction to Business BUS 273: Business Law I BUS 299: Business Capstone ECON 102: Principles of Microeconomics ECON 103: Principles of Macroeconomics IS 101: Introduction to Information Systems or IS 201: Computer Applications MGT 201: Principles of Management MKT 210: Marketing Principles</p> <p>Management Requirements (6): MGT 235: Organizational Behavior MGT 283: Introduction to Human Resources Management</p>

	<p>related knowledge, skills and abilities.</p> <ul style="list-style-type: none"> ● Evaluate the impact of various economic systems and policies. ● Summarize, record, analyze, interpret and communicate accounting and financial information for decision-making. ● Devise, implement and evaluate managerial decisions, actions and outcomes. ● Apply technology to aid in communications and decision-making. ● Present research, data, analysis and conclusions through written and oral means. ● Describe the changing landscape of the global market and its impact on the United States. ● Summarize the impact of social, ethical, legal and diversity issues within contemporary business. ● Develop business, financial and marketing plans for established and emerging businesses. 	<p>Management Electives (9): Any Business, Management or Marketing Courses</p> <p>General Education (15): English/Communications (6) Recommended BUS 107, BUS 108; or ENG 101, ENG 102 Mathematics (3) Science (3) US/Nevada Constitution (3)</p>
Associate of Business	The Associate of Business	Accounting: 201, 202

<p>(transfer degree)</p>	<p>degree is designed for students who intend to transfer with junior status to a four-year college or university for a bachelor degree in a business-related field.</p> <p>This degree allows early choices for those planning a professional career in business, management, accounting, marketing or a related field.</p> <p>The purpose of the Associate of Business degree is to provide the academic knowledge and skills for successful transfer to meet higher education goals.</p> <p>Students who complete an Associate of Business degree at WNC are expected to demonstrate that they</p> <ul style="list-style-type: none"> ● Articulate and demonstrate their personal employment related knowledge, skills and abilities. ● Evaluate the impact of various economic systems and policies. ● Summarize, record, analyze, interpret and communicate accounting and financial information for decision-making. ● Devise, implement and 	<p>Economics: 102, 103, 261, 262 Information Systems: 101 Marketing: 210 Mathematics: 176</p> <p>Transfer General Electives: 10-12 Units Any Transferable course. Recommended: BUS 101 For UNR transfer, COM 101 or 113 and 2 courses from Anthropology 101, Political Science 231, Psychology 101, Sociology 101 are recommended.</p> <p>General Education: 21 Units English: 6-8 units Fine Arts: 3 units Humanities: 3 units Math: See program requirements Science: 6 units Social Sciences: See program requirements US/Nevada Constitution: 3-6 units</p>
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	<p>evaluate managerial decisions, actions and outcomes.</p> <ul style="list-style-type: none"> ● Apply technology to aid in communications and decision-making. ● Present research, data, analysis and conclusions through written and oral means. ● Describe the changing landscape of the global market and its impact on the United States. ● Summarize the impact of social, ethical, legal and diversity issues within contemporary business. ● Develop business, financial and marketing plans for established and emerging businesses. 	
<p>Bachelor of Applied Science: Organization and Project Management</p>	<p>Program Guide: This online degree offers students the ability to gain technical skills in project management while developing leadership/management skills.</p> <p>Online: Organization leadership applies to a variety of organization types including for- and not-for-profit, small business to corporations, etc. This degree will provide</p>	<p>BUS 299: Business Capstone CIT 263: Introduction to IT Project Management CIT 363: Advanced Project and Earned Value Management COM 215: Introduction to Group Communication FIN 310: Applied Accounting and Finance IS 301: Management Information Systems MGT 310: Foundations of Management Theory and Practice</p>

	<p>students with the leadership scope and working knowledge of project management development and implementation to fill the U.S. and Northern Nevada gap while contributing to the economic development of the region.</p> <p>This is an online degree, enabling individuals to advance their education while working in their field of interest.</p> <p>The mission of the Bachelor of Applied Science Degree in Organization and Project Management is to provide students with a practical, applied degree opportunity for working students with technical backgrounds.</p> <p>Upon completing the Bachelor of Applied Science in Organization and Project Management program, students will be able to:</p> <p>Analyze project, program, and portfolio management from an organizational perspective.</p> <p>Evaluate project management leadership theories and applications across organization types.</p> <p>Formulate project plans integrating tools and software</p>	<p>MGT 320: Organization and Project Management MGT 323: Organizational Behavior & Interpersonal Behavior MGT 371: Leadership and Managerial Skills MGT 391: Quantitative Analysis MGT 412: Change Management MGT 462: Changing Environments MGT 480: International Management MGT 485: Applied Business Ethics MGT 487: Entrepreneurship MGT 496: Strategic Management and Policy MGT 497: Business Plan Creation MKT 210: Marketing Principles</p> <p>General Elective: 3 units</p> <p>US/Nevada Constitution English 102 Math: 3 units Natural Science: 6 units Social Sciences or Humanities/Fine Arts: 9 units</p>
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	<p>to enable business value creation.</p> <p>Communicate effectively to diverse internal and external audiences.</p> <p>Demonstrate contributions of individual and group leadership to organization goal attainment.</p>	
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Certificate of Achievement - Business

First Semester	Units	Second Semester	Units
ACC 135	3	ACC 201	3
BUS 101	3	BUS 108 or English/Communication	3
BUS 107 or English/Communication	3	MGT 201	3
BUS 115 or MATH 120	3	Program Elective	6
IS 101 or IS 201	3		

Certificate of Achievement - Bookkeeping

First Semester	Units	Second Semester	Units
ACC 135 or ACC 201	3	BUS 108 or ENG 102	3
BUS 101	3	BUS 115 or MATH 120	3
BUS 107 or ENG 101	3	MGT 201	3
IS 101 or IS 201	3	MKT 210	3
Business Elective	3	Business Elective	3

**GENERAL BUSINESS - Associate of Applied Science
ON CAMPUS**

First Semester	Units	Third Semester	Units
ACC 135 or ACC 201	3	BUS 273	3
BUS 101	3	U.S./NV Constitution	3
BUS 107 or ENG 101	3	Business Elective	3
IS 101 or IS 201	3	Science	3
ECON 102	3		
Second Semester	Units	Fourth Semester	Units
ACC 201 or ACC 202	3	Business Electives	9
BUS 108 or ENG 102	3	BUS 299	3
BUS 115 or MATH 120	3	MKT 210	3
ECON 103	3		
MGT 201	3		

**GENERAL BUSINESS - Associate of Applied Science
ONLINE**

First Semester	Units	Third Semester	Units
ACC 135 or ACC 201	3	MKT 210	3
BUS 101	3	U.S./NV Constitution	3
BUS 108 or ENG 101	3	Business Elective	3
IS 101 or IS 201	3	Science	3
ECON 102	3		
Second Semester	Units	Fourth Semester	Units
ACC 201 or ACC 202	3	Business Electives	9
BUS 107 or ENG 102	3	BUS 273	3
BUS 115 or MATH 120	3	BUS 299	3
ECON 103	3		
MGT 201	3		

ACCOUNTING - Associate of Applied Science

First Semester	Units	Third Semester	Units
ACC 201	3	ACC 203	3
BUS 107 or ENG 101	3	BUS 273	3
BUS 101	3	Science	3
ECON 102	3	Accounting Elective	3
IS 101 or IS 201	3	U.S./NV Constitution	3
Second Semester	Units	Fourth Semester	Units
ACC 202	3	ACC 220 or ACC 223	3
MATH: BUS 115 or MATH 120 or higher	3	BUS 299	3
BUS 108 or ENG 102	3	Accounting Elective	6
ECON 103	3	MKT 210	3
MGT 201	3		

MANAGEMENT - ON CAMPUS
Associate of Applied Science

First Semester	Units	Third Semester	Units
ACC 201	3	BUS 115 or MATH 120 or higher	3
BUS 101	3	MGT 235	3
BUS 107 or ENG 101	3	MKT 210	3
ECON 102	3	Management Elective	6
IS 101 or IS 201	3		
Second Semester	Units	Fourth Semester	Units
ACC 202	3	BUS 273	3
BUS 108 or ENG 102	3	BUS 299	3
MGT 201	3	MGT 283	3
ECON 103	3	Management Elective	3
Science	3	U.S./NV Constituion	3

MANAGEMENT - ONLINE
Associate of Applied Science

First Semester	Units	Third Semester	Units
ACC 201	3	BUS 115 or MATH 120 or higher	3
BUS 101	3	MGT 235	3
BUS 107 or ENG 101	3	U.S./NV Constitution	3
ECON 102	3	Management Elective	6
IS 101 or IS 201	3		
Second Semester	Units	Fourth Semester	Units
ACC 202	3	BUS 273	3
BUS 108 or ENG 102	3	BUS 299	3
MGT 201	3	MKT 210	3
ECON 103	3	MGT 283	3
Science	3	Management Elective	3

First Semester	Units	Third Semester	Units
ENG 101	3	ACC 201	3
ECON 102	3	ECON 261	3
MATH 176	3	General Elective	3
Fine Arts Requirement	3	Humanities Course	3
General Elective	3	Science Course	3
Second Semester	Units	Fourth Semester	Units
ENG 102	3	ACC 202	3
ECON 103	3	ECON 262	3
IS 101	3	General Elective	6
Science Course	3	MKT 210	3
U.S./NV Constitution	3		

Bachelor of Applied Science - Organization & Project Management

First Semester (Fall)	Units	Third Semester (Fall)	Units
MGT 320	3	FIN 310	3
MGT 485	3	IS 301	3
MGT 310	3	CIT 363	3
COM 215	3	MGT 496	3

Winter Session (January)	Units	Winter Session (January)	Units
MGT 323	3	BUS 299	3

Second Semester (Spring)	Units	Fourth Semester (Spring)	Units
MKT 210	3	MGT 412	3
MGT 391	3	MGT 371	3
CIT 263	3	MGT 497	3
MGT 462	3	Elective	3

Summer Semester	Units
MGT 487	3
MGT 480	3

Alignment to Institutional Goals

WNC	Business
<p>Vision: WNC is an integral and innovative educational partner fostering equity and a life of learning in an exclusive environment for the evolving, diverse community we serve.</p> <p>Values: WNC is student centered, inquiry driven and data informed as we nurture community connections and promote an environment of equity and inclusion.</p> <p>Mission: WNC contributes to solutions for the 21st century by providing effective</p>	<p>The Business Program supports WNC's vision by offering accessible, high-quality business pathways that foster learning and prepare students to contribute to Nevada's evolving communities.</p> <p>The Business Program is student-centered and inquiry-driven through coursework that develops communication, critical thinking, and workplace competencies while supporting an inclusive learning environment.</p>

<p>educational pathways for the students and communities of Nevada.</p>	<p>The Business Program advances WNC’s mission by providing effective educational pathways that prepare students for workforce roles and further education through certificates, associate degrees, and transfer-oriented curriculum.</p>
<p>WNC Student Learning Outcomes:</p> <ul style="list-style-type: none"> 7) CONTENT KNOWLEDGE: Demonstrate understanding of essential information and concepts relevant to a discipline or area of study. 7) COMMUNICATION: Effectively convey and/or interpret a central idea via visual, oral, or written media. 7) QUANTITATIVE LITERACY: Correctly analyze, interpret, draw conclusions from, and communicate quantitative processes and information. 7) INFORMATION LITERACY: Locate, evaluate, and appropriately use information from multiple resources in support of a claim or central idea. 7) DIVERSITY AND SOCIETY: Identify and discuss changing human societies demonstrating an understanding of the subject and respect for various cultural, methodological, and/or theoretical perspectives. 7) CRITICAL THINKING: Integrate knowledge and skills to develop logical conclusions and/or solutions that demonstrate a well-reasoned evaluation of a problem, question, perspective, or solution. 7) CAREER PREPARATION: Apply specialized knowledge, approaches, and skills to successfully complete projects and/or demonstrate relevant professional and/or industry-standard competencies 	<ul style="list-style-type: none"> 1. Business students develop foundational knowledge in accounting, management, marketing, economics, and information systems through courses such as BUS 101, ACC 201, ECON 102, and MKT 210. 2. Business courses require written and oral communication, including professional documents, presentations, and business correspondence, supporting effective communication outcomes. 3. Students apply quantitative reasoning to solve business problems through courses such as accounting, economics, and quantitative decision-making components in BUS and MGT coursework. 4. Business students locate, evaluate, and apply information from data, markets, and financial sources to support decision-making and business analysis. 5. Courses address diverse organizational environments, economic systems, and workplace perspectives, preparing students to operate in varied cultural and societal contexts. 6. Business curriculum emphasizes problem-solving, analysis, and decision-making through real and simulated business scenarios. 7. The Business Program provides professional preparation through skill development in management, marketing, accounting, and foundational business operations, leading to in-demand employment pathways.

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WNC Institutional Objectives	Business
WNC provides access to educational pathways and opportunities	The Business Program offers multiple credentials, including certificates and associate degree pathways, providing students with accessible on-ramps into higher education and workforce preparation.
WNC students make an efficient transition from preparatory to college level coursework	Introductory business courses such as BUS 101 and IS 101 help students build foundational college-level skills.
WNC provides equitable access for students regionally and demographically	The Business Program is offered in multiple modalities, including online and in-person, expanding access across WNC's service region.
WNC provides access to dual credit pathways	Dual-credit and Jump Start options allow high-school students to begin business coursework early, accelerating program completion.
WNC supports student learning, progress, and completion	Clear program maps, advising, and stackable credentials help students persist and complete degrees efficiently.
WNC advances student achievement of learning outcomes at course, program, and institutional levels	Business curriculum aligns with institutional learning outcomes and embeds measurable course-level and program-level outcomes for assessment.
WNC builds student engagement with education and the WNC community	Business coursework applies real-world examples, case analysis, and collaborative learning to strengthen student engagement in academic and professional communities.
WNC identifies and closes achievement gaps across student populations by supporting	By offering flexible scheduling and multiple instructional formats, the Business Program

achievement across demographic groups in traditional and non-traditional fields	supports student success across diverse populations.
WNC sustains a learning environment that promotes equity and inclusion	Business coursework incorporates diverse perspectives and prepares students to work ethically and collaboratively in varied environments.
WNC responds to the needs of industry and provides effective pathways for students toward in-demand occupations	The Business Program prepares students for careers in management, marketing, accounting support, and organizational operations through industry-aligned curriculum.
WNC contributes to solutions to the critical issues facing 21st century Nevada	Business graduates are prepared to support Nevada's economy through workforce participation, entrepreneurship, and organizational leadership.

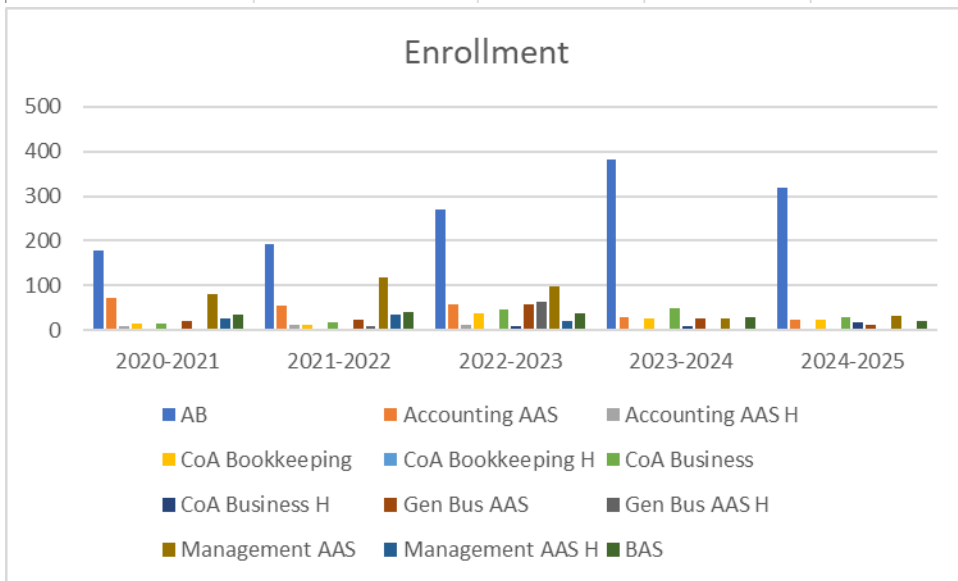
OTHER COMMENTS:

The Business Program continuously reviews curriculum, assessment results, and stakeholder feedback to ensure alignment with institutional goals and student success.

III. Program Data

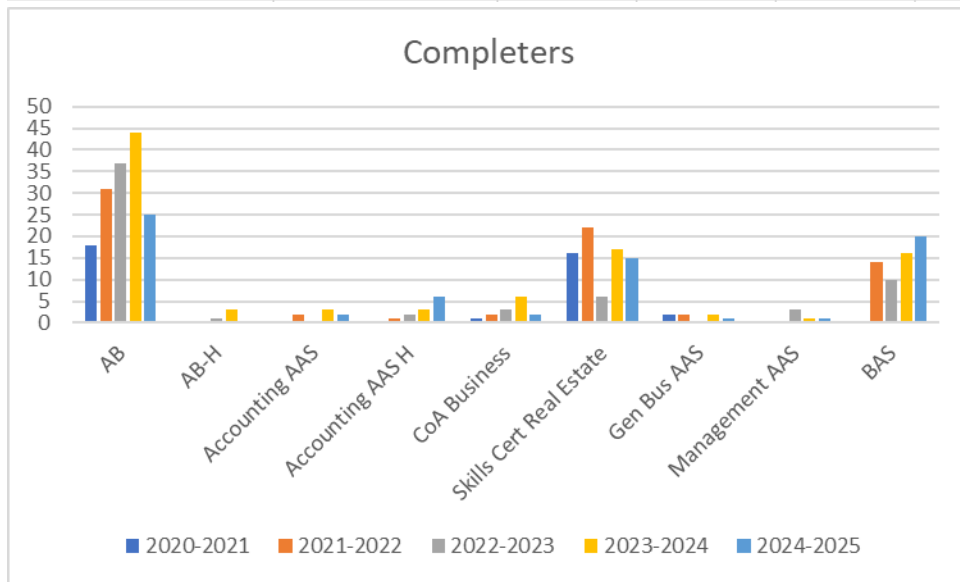
Enrollment by Year:

Column1	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
AB	178	192	271	382	318
Accounting AAS	73	56	58	28	24
Accounting AAS H	10	11	12	0	1
CoA Bookkeeping	16	13	39	27	22
CoA Bookkeeping H	0	1	4	4	2
CoA Business	16	18	45	48	29
CoA Business H	3	2	9	9	18
Gen Bus AAS	20	24	58	25	13
Gen Bus AAS H	4	9	63	1	0
Management AAS	82	118	97	27	31
Management AAS H	25	36	21	2	1
BAS	36	41	38	29	21



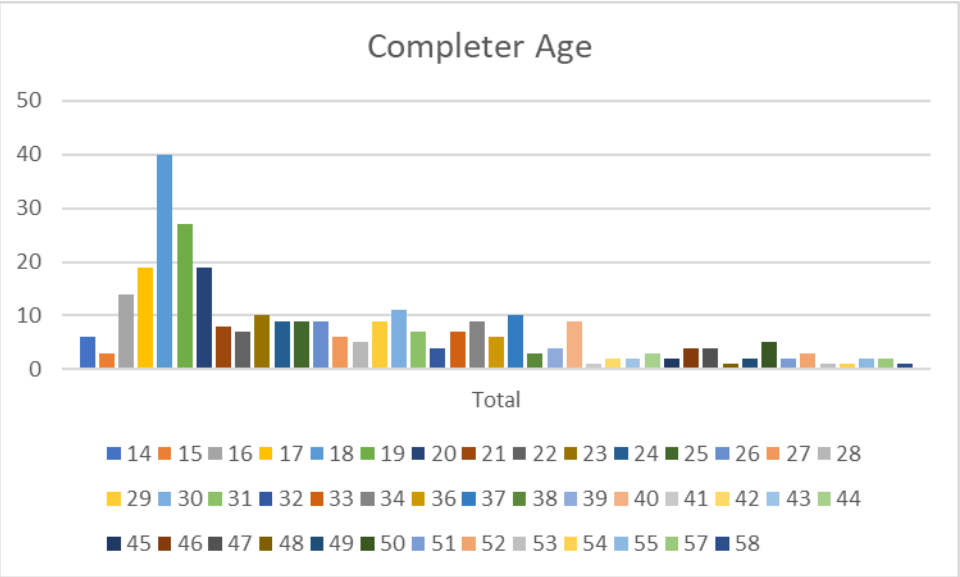
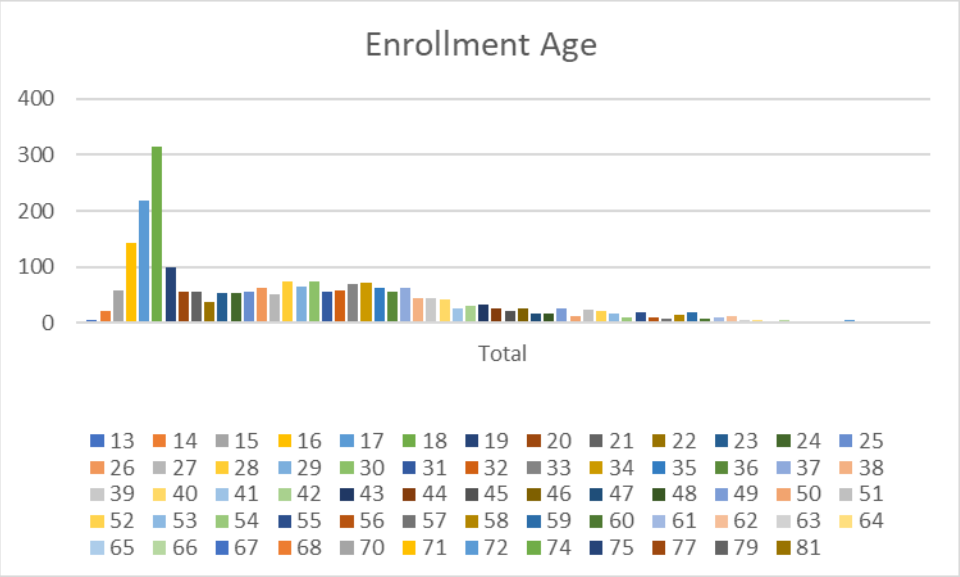
Completers by Year:

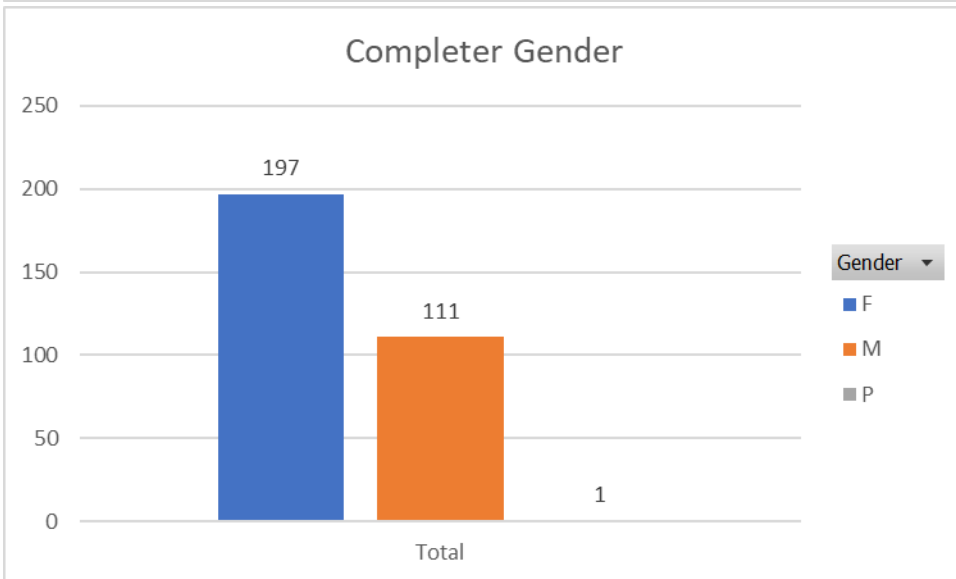
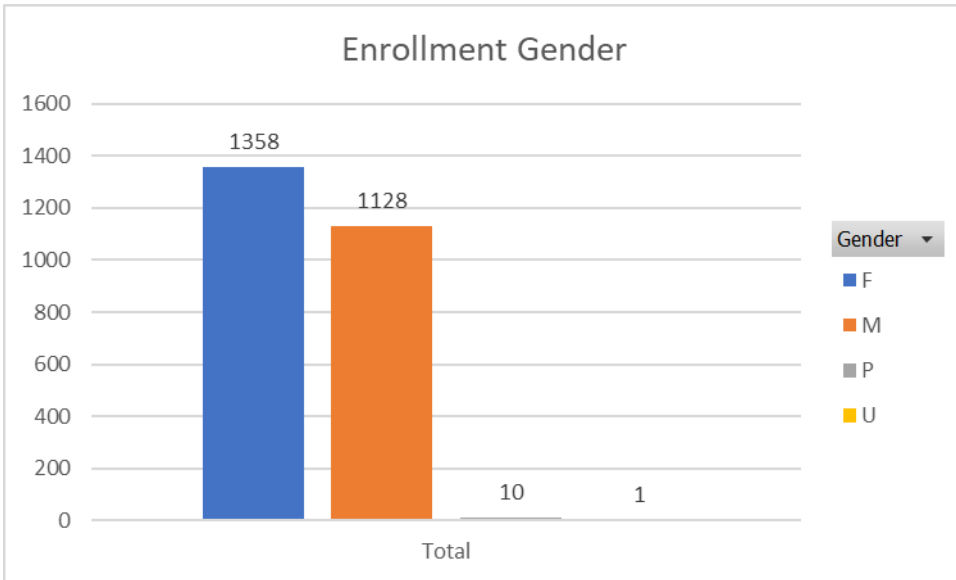
	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
AB	18	31	37	44	25
AB-H	0	0	1	3	0
Accounting AAS	0	2	0	3	2
Accounting AAS H	0	1	2	3	6
CoA Business	1	2	3	6	2
Skills Cert Real Estate	16	22	6	17	15
Gen Bus AAS	2	2	0	2	1
Management AAS	0	0	3	1	1
BAS	0	14	10	16	20

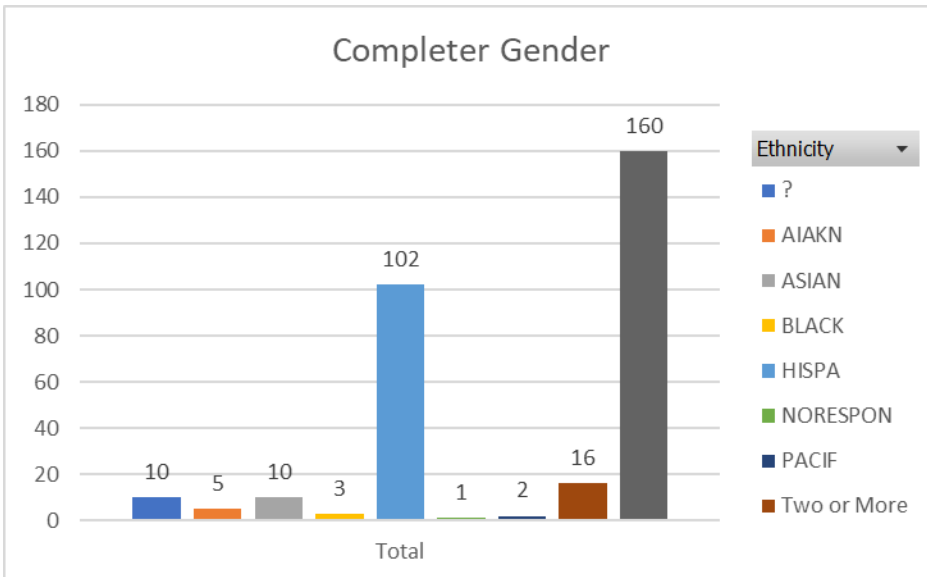
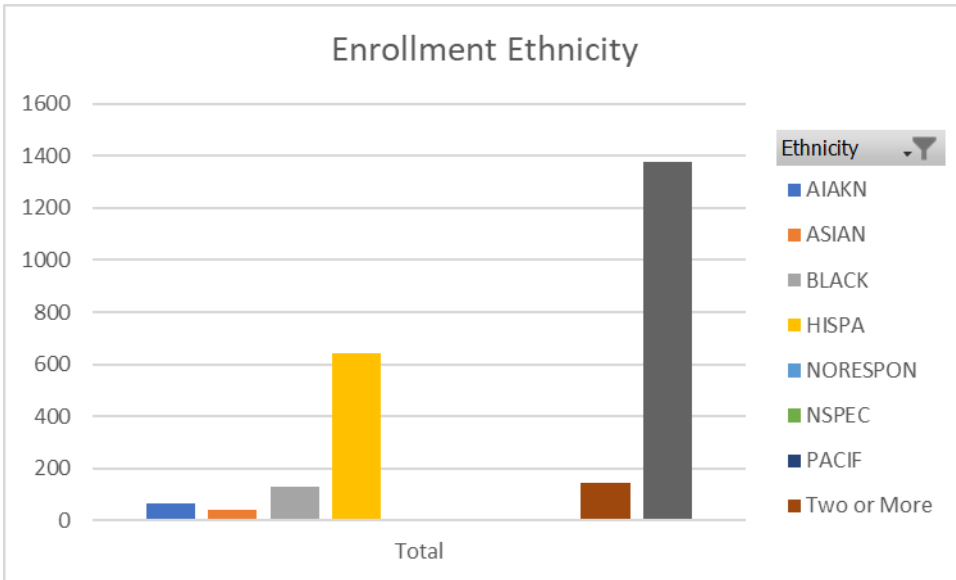


All Awards Earned by Completers:

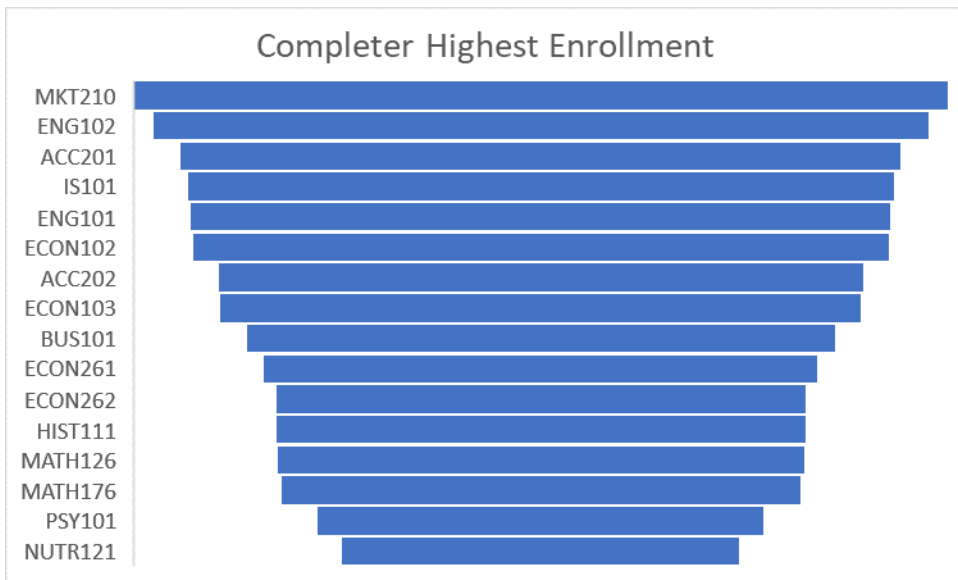
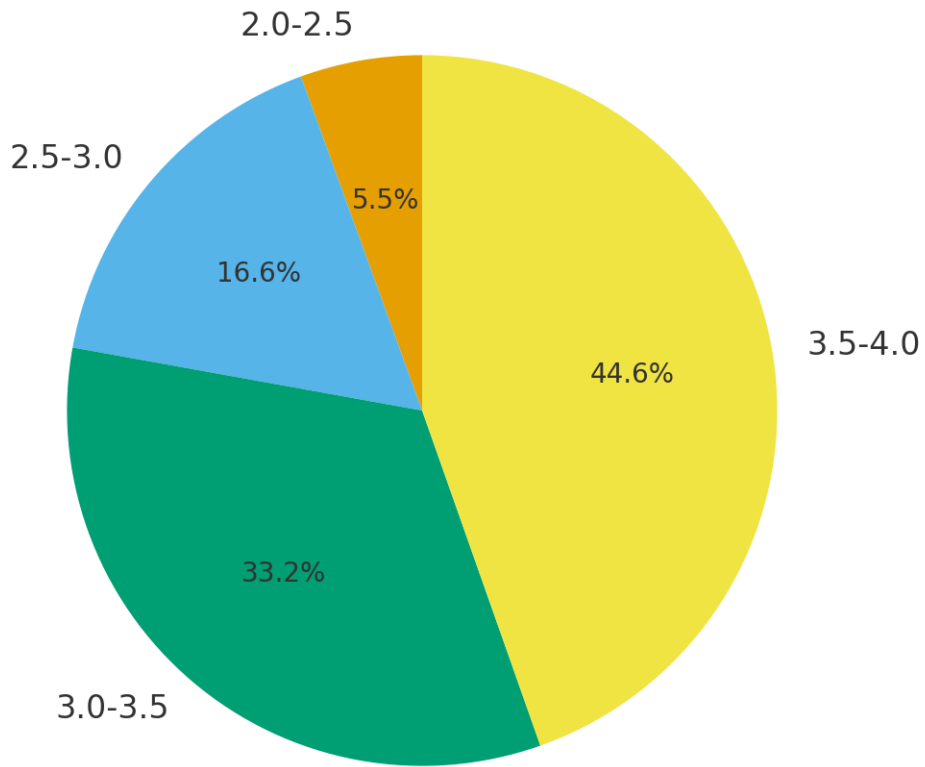
Semester	AA	AAS	AB	AGS	AS	BAS	C1	CT	Grand Total	
995		1							1	
2048								1	1	
2062			1		1				2	
2082		1			1				2	
2092		2							2	
2105					1				1	
2108					1				1	
2112						1			1	
2122		1	2			1			4	
2132						1			1	
2138			1						1	
2142		1	1						2	
2145						1			1	
2148			2					1	3	
2152		1						1	2	
2162			2					1	3	
2165								1	1	
2168								1	1	
2172		2	1						3	
2175								1	1	
2178								1	1	
2182		2	1	3	1	1	2		10	
2188		1				1	3		5	
2198		4					3		7	
2202		4	1	1	2	1	1		10	
2205		1							1	
2208		2		4	2	1	4	1	14	
2212		8	1	12	1	2	13		37	
2215			1	2		1			4	
2218		2	1	13	2		8		26	
2222		7	3	17			13	14	58	
2225		1	1	1			1		4	
2228		4	1	11	3	1	2	3	25	
2232		3	1	23		2	7	5	46	
2235			1	4			1		6	
2238		1	3	9		1	2	7	24	
2242		2	4	37	1	1	12	10	77	
2245		1		1	1		2		5	
2248		2	1	8			2	7	23	
2252		3	3	15	1		15	9	48	
2255		1		2	1		3	3	10	
Grand Total		58	33	163	19	16	60	96	30	475







Distribution of GPAs



ENG102	224
ACC201	208
IS101	204
ENG101	202
ECON102	201
ACC202	186
ECON103	185
BUS101	170
ECON261	160
ECON262	153
HIST111	153
MATH126	152
MATH176	150
PSY101	129
NUTR121	115

Completer Student Groups:

Veterans: 9

JumpStart: 16

Dual Enrollment: 15

V. Additional Department Information -

1. Scheduling

Enrollment Trends

Enrollment patterns indicate that BUS 101 and IS 101 remain consistently high-demand courses, typically reaching full capacity each semester with multiple sections required to accommodate student needs.

MKT 201 has demonstrated improved enrollment and completion rates since being transitioned to 8-week sessions offered twice per semester, suggesting that shorter, more flexible course formats are effective in increasing student engagement and persistence.

Scheduling Patterns and Challenges

Scheduling data reveal several areas requiring ongoing attention to ensure course availability and sequencing consistency:

- BUS 299 and MGT 323 are currently offered only during the Winter (WTR) term unless students arrange for independent study, which can limit accessibility for those following standard degree timelines.
- MGT 480 and MGT 487 are typically offered only during Summer, further narrowing scheduling options for students completing upper-division requirements.
- While most business courses are offered in 8-week blocks, a few remain on a 16-week schedule, which can disrupt student momentum and create inconsistencies within the Bachelor of Applied Science (BAS) program structure.

Additional Considerations and Recommendations

To improve program efficiency and student success:

- Expand the use of independent study options for courses offered only in WTR or Summer to support timely degree completion.
- Maintain consistent 8-week scheduling across the program to establish a predictable rhythm and improve student retention.
- Develop a clear, multi-term course rotation plan to ensure that required courses are consistently available, particularly for the BAS and AAS pathways.
- Monitor course fill rates, especially for BUS 101 and IS 101, which regularly reach capacity early in registration and can pose a barrier for new students entering the AAS program.
- Ensure COM 215 is regularly offered each Fall semester as outlined in the official course sequence, to prevent delays in student progression.

2. Academic Advising

When students receive advisement and know they wish for a business-related path (finance, gen business, management, accounting, etc.), we explain transfer (AB- particularly aligned with UNR) vs. career degrees (AAS-gen bus, bus management, bus acc) to assist them in making a decision on what degree to declare and how it all relates to future goals.

We also explain that career degrees do often contain transferable classes, and we have success at some institutions with the classes, but the full AAS degrees are not considered transfer degrees since some of the classes are not designed for transfer.

Sometimes students will have other ideas about a degree path or will be undecided, and business degrees will weave into the conversation based on how it goes.

The main concern is that WCTE has limited full time faculty for business to consistently provide certain classes (especially acc) and then it becomes difficult for students to find what they need in a timely and flexible ways under the AAS pathways. I know there was an idea to pare down the AAS bus degrees and it makes sense under the current set-up.

The timely and flexible part is also applicable to the BAS in Organization and Project Management. We do see consistent interest in this program and if we can demonstrate really strong associate degrees, students are inclined to go on to the BAS. Though, the BAS also needs to be high quality to be successful. We will have non-traditional students that already work as full time professionals apply for the BAS, and they will express right away when they see relevant class material and on point instructors vs. not.

Additionally, having information for students about how the degrees translate to careers in our area, particularly with state jobs, can be very helpful. We have some information, such as students coming to us for specific acc classes to get pay boosts or to get business degrees to be eligible for certain jobs.

4. Learning and Innovation

Faculty Development Course: The course emphasizes teaching and classroom management fundamentals, including syllabus creation, lesson and unit planning, learning objective creation, teaching strategies, assessment, feedback, student engagement, and time management. During the course, instructors complete assigned work, reflect during one-on-one sessions, and engage with peers in discussions. In addition to receiving written feedback on your submissions, the facilitator meets individually and regularly with faculty to help assess what is working/not working in the classroom.

Fall 2024: Faculty Development Course

E. Marie Brierley (2 hours x 9)= 18 hours of one-on-one interaction

Dr. Kathleen Swartz (2 hours x 9)= 18 hours of one-on-one interaction

Spring 2024: Faculty Development Course

Jake Coval (2 hours x 9)= 18 hours of one-on-one interaction

Michelle Ryburn (2 hours x 9) =18 hours of one-on-one interaction

Total: 72 hours of one-on-one instruction among 4 different business faculty

One-on-one Support to Business Faculty:

Topics covered included:

- Course Design, Development, and Delivery
- Instructional Strategies

- Instructional Technology
 - Student Engagement
 - Time Management
 - Online and Hybrid Teaching
- 2019-2020: 5 (1 hour sessions)
- 2020-2021: 4 (1 hour sessions)
- 2021-2022: 3 (1 hour sessions)
- 2022-2023: 5 (1 hour sessions)
- 2023-2024: 6 (1 hour sessions)
- 2024-2025: 8 (1 hour sessions)
- Fall 2025: 2 (1 hour sessions)

Total: 33 individual, hour-long sessions

5. ACCMC

In September of 2019, ACC 202 - Managerial Accounting (3 credits) and ACC 203 - Intermediate Accounting (3 credits) were both updated to include a prerequisite of ACC 201 - Financial Accounting (3 credits) with a grade of "C" or higher.

In December of 2020, RE 101 - Real Estate Principles and RE 103 - Real Estate Law and Principles were updated from 3 to 4 credits. This change was made to meet new Nevada state licensure hour requirements.

Also in December of 2020, the General Education requirements for the BAS degrees was updated. The "Capstone" requirement was removed, the Fine Arts and Humanities requirements were combined and the credit requirement for those two general education requirements was made 3 credits.

In March and May of 2020, 12 courses (listed below) were added to our catalog specifically for the BAS: Organization and Project Management. Each of these courses, enrollment requires acceptance to the BAS Organization and Project Management program.

- CIT 363 - Advanced Project and Earned Value Management (3 credits)
- FIN 310 - Applied Accounting Finance (3 credits)
- IS 301 - Management Information Systems (3 credits)

- MGT 310 - Foundations of Management Theory and Practice (3 credits)
- MGT 391 - Quantitative Analysis (3 credits)
- MGT 487 - Entrepreneurship (3 credits)
- MGT 480 - International Management (3 credits)
- MGT 496 - Strategic Management Policy (3 credits)
- MGT 412 - Change Management (3 credits)
- MGT 371 - Leadership and Managerial Skills (3 credits)
- MGT 485 - Applied Business Ethics (3 credits)
- MGT 497 - Business Plan Creation (3 credits)

Additionally, at this time, COM 215 - Introduction to Group Communication was added to the BAS Organization and Project Management program.

In November 2024, AM 253 - Deaf Culture and AM 254 - Deaf History were approved to fulfill the Humanities General Education Requirement for AAS, AA, AS, AB, and AGS programs. At the same time EDCT 212 - Family/Community Engagement was approved to fulfill the Human Relations General Education Requirement for the AAS; EDCT 230 - Introduction to Career & Technical Education was approved to fulfill the Humanities/Social Science requirement for the AAS under the Humanities sub-category; and EDCT 288 - Inclusive Strategies for Multicultural-Multilingual Students for CTE to fulfill the Humanities/Social Science requirement for the AAS under the Humanities sub-category.

6. Financial Aid

Common student funding concerns include changes to the FAFSA and the awarding methodology (EFC vs SAI), continued state support for Millennium and Nevada Promise, and rising costs of education.

The 8-week model of the BAS-OPM is a very popular model for students. Financial Assistance can support this model more widely across other programs, if designed with a consistent framework like the OPM.

7. Admissions and Records

Course and Program Challenges

1. BAS – Organizational and Project Management

Some upper-division courses within the Bachelor of Applied Science (BAS) in Organizational and Project Management are currently scheduled only during the Winter

(WTR) session. This limited availability poses a significant barrier for students who are unable to take courses during that term, resulting in delays in program completion and reduced scheduling flexibility. Offering these courses during additional semesters would support improved program access and timely degree progression.

2. AAS – Business, Accounting Emphasis

The Associate of Applied Science (AAS) in Business – Accounting pathway faces ongoing challenges due to irregular course offerings in accounting. Students report difficulty completing required electives because core accounting courses are not offered frequently enough to meet demand. This issue appears to be linked to limited faculty availability in the accounting discipline.

Recommendation: Increase adjunct or full-time accounting faculty capacity and establish a predictable rotation schedule for key accounting electives to ensure consistent student progression and program completion.

3. AAS – Business, Management Emphasis

Within the AAS in Business – Management, two program-required courses—MGT 235 (Organizational Behavior) and MGT 283 (Management and Supervision)—have not been offered regularly, creating a significant completion barrier for enrolled students.

- MGT 235 was last offered in Spring 2020
- MGT 283 was last offered in Fall 2022

As a result, students are unable to fulfill degree requirements without course substitutions or independent study arrangements.

Recommendation: Review and revise program requirements to either (a) substitute comparable courses that meet learning outcomes or (b) ensure regular rotation of MGT 235 and MGT 283 within the course schedule to support degree completion and accreditation alignment.

8. Faculty

Program Overview and Recent Developments (Last Five Years)

Over the past five years, the Business Program at Western Nevada College has experienced significant transition and challenges in maintaining coordination, quality,

and enrollment across its various academic pathways. The Associate of Business (AB) degree has remained largely stagnant during this period. Following a faculty sabbatical in 2019–2020, the program saw the introduction of a bachelor’s degree initiative that was developed independently, without cohesive faculty input or alignment with existing business curricula. The result has been a lack of coordination among instructors, limited communication between faculty members teaching in the program, and concerns regarding consistency and academic quality. At present, faculty report having little to no role in the administration or oversight of the AB program.

In contrast, the Associate of Applied Science (AAS) in Business and the Certificates of Achievement (CoA) have undergone structural and enrollment shifts. The AAS degree, once the primary offering, has been impacted by the addition of the AB program, which drew many students away from the AAS. While the AB includes five core business courses, the AAS curriculum remains broader and more elective-driven. Enrollment in AAS and certificate programs has declined, prompting the development of a phase-out strategy in the last program review cycle. Concerns persist regarding the viability and alignment of certain certificates, such as Accounting and Bookkeeping, as well as the Real Estate certificate, which relies on externally contracted instructors. The program continues to face questions about whether to strategically market or sunset the AAS degree.

Trends and Observations

Regional and economic trends have influenced student behavior and program relevance. Due to current workforce shortages, many students are able to secure employment without completing a degree, which has contributed to lower enrollments in associate-level programs. Conversely, there has been modest growth in interest in the bachelor’s degree program, particularly among working professionals, including individuals in information technology and state government roles who are seeking advancement into management. There is increasing demand for skills that integrate technical expertise with organizational leadership and logistics, suggesting an opportunity to reposition the bachelor’s program around these applied competencies. Broader and more strategic marketing—potentially targeting out-of-state students—could strengthen enrollment and visibility.

Resource Needs

Faculty and students continue to face several instructional and resource-related challenges. Faculty report limited engagement with colleagues and minimal standardization across online courses. There is concern that current instructional practices emphasize grading over teaching, leading to inconsistent student experiences. Additional support for course grading assistance could allow faculty to focus on curriculum development and student engagement. Students, in particular, require stronger preparation in writing and communication skills. Faculty note that many students struggle with basic interpersonal communication, including conducting interviews and presenting information effectively—skills critical for business success. Expanding face-to-face offerings beyond the introductory accounting and business courses would help address these developmental needs and foster stronger faculty-student interaction.

Successes and Continuing Concerns

The program's recent success includes the hiring of a new full-time business faculty member, a positive step toward rebuilding stability and continuity within the division. However, a persistent lack of coordination, communication, and collegiality among faculty remains a central concern. Faculty report limited awareness of colleagues' teaching activities or course structures, resulting in disjointed curriculum delivery and reduced program cohesion. Efforts to rebuild a sense of professional community within the division and across the College are seen as essential to improving morale, collaboration, and academic quality moving forward.

Additional Observations

Faculty express a growing concern about declining campus engagement and the loss of a close-knit professional culture. Many instructors work primarily online or off-campus, leading to limited interaction even among full-time faculty. There is also anxiety about potential leadership changes and their impact on institutional continuity. Some have suggested that regional collaboration or consolidation with neighboring institutions (such as TMCC or GBC) could help streamline administrative functions and expand instructional capacity. Additionally, clearer communication with students regarding program expectations and outcomes is needed—particularly around the Associate of Business degree, as some students mistakenly believe it provides comprehensive preparation for direct entry into business careers.

VI. Faculty Profiles - provide a narrative response to each of the following:

Robert Whitcomb - PHD

Jacob Council – DBA

Vivian Austin – MS Accounting

Adrian Barrera - MBA

James Bathgate – PHD Economics

Elizabeth Marie Brierley (E. Marie) - MBA

Kathey Brusseau – BS Business Administration

Sean Davison – MBA

Richard Kloes – BS Business Administration

Alejandra Livingston – MBA, MS Economics

Joelle Olsen – MA Education Administration, MS Psychology

Jon Polson – MA Education

Christopher Ryan -

Angela Sawyer – PHD Educational Leadership, MBA

Margaret Scott - MS

Kathleen Swartz - DBA

VII. Comparisons

1. TMCC, AAS - The Associate of Applied Science, Business is a useful two-year degree that employers see as verification of your capabilities in the business area. You will undertake a broad spectrum of business-related classes that will provide you with a strong foundation of business knowledge. Offered during the regular semester schedule or the 1 or 2 year FastTrack program.

2. TMCC, AA
3. TMCC, Certificate of Achievement
4. TMCC, BAS

VIII. Recommendations

- 1) Eliminate AAS, and CoAs. Move Skills Certificate in Real Estate to Continuing Education
- 2) Modify curriculum of AB
- 3) Modify curriculum of BAS
- 4) Work with scheduling to stagger course offerings
- 5) Update transfer agreement with UNR regarding AB curricular changes
- 6) Find new full-time faculty member