

# **Administrative and Educational Support Report**

**College of Health Sciences & Human Services**

**Annual Action Plan  
Annual Assessment Report**

**June 2004 – May 2005**



**Annual Action Plan: June 1, 2004–May 31, 2005**

**Unit:** College of Health Sciences and Human Services

**UTPA Mission:** The University of Texas-Pan American (UTPA) serves the higher education needs of a rapidly growing, international, multicultural population in the South Texas Region. The University preserves, transmits and creates knowledge to serve the cultural, civic, and economic advancement of the region and the state. The University provides students advanced instruction in academic programs offered through innovative delivery systems that lead to professional certification, and baccalaureate, master's and doctoral degrees. Through teaching, research, creative activity and public service, UTPA prepares students for lifelong learning and leadership roles in the state, nation and world community.

**Division:** Academic Affairs      **Unit Head:** Dr. Bruce Reed

**Unit Mission:** The College of Health Sciences and Human Services supports and facilitates the mission of The University of Texas-Pan American through academic programs of higher education, research, and community services. The College is committed to enhancing the quality of life and health care in the Lower Rio Grande Valley bi-national border community and region. The faculty espouses a holistic multidisciplinary approach to meeting the dynamic health and human service needs of a diverse and multicultural society.

**Unit Goal:** Provide a variety of quality academic programs in clinical laboratory sciences, nursing, occupational therapy, rehabilitation, dietetics, speech-language pathology, social work, pharmacy and physician assistant studies that promote excellence in learning, critical thinking skills and interdisciplinary perspectives.

**Link to UTPA Goal(s):**  
 1: Ensure undergraduate student access and success  
 2: Enhance graduate education and research

Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY05
Student learning outcomes (1)	2, 4	Implement student learning outcomes assessment process in all general education courses and degree programs offered by the College of Health Sciences and Human Services by May, 2005.	Assess learning outcomes defined for sign language and wellness courses.  Assess learning outcomes for all degree programs and majors in the college.	The Dean's Office will verify that all departments/programs have implemented the outcomes assessment process. Documentation of the results for the first cycle of the process will be sent to the Dean's	None

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			Analyze results and initiate any necessary improvements.	office by August 2005 for all programs and affected courses which can be used to meet core requirements.	
Student success (2)	2, 4	Eighty-five percent (85%) of the programs will attain pass rates on certification and/or licensure exams that meet or exceed benchmarks for the profession.	Monitor program pass rate yearly.  Quality improvement plans will be developed when programs fail to attain the benchmark for two consecutive years.	The Dean's office will collect and assess information on the pass rates for the various programs in the College in relation to the established benchmarks. This information will be obtained from the annual assessment report each May. Achievement of this goal will occur when 85% of the programs meet or exceed the established benchmark for student performance on the certification/licensure exam for their area.	None
	2, 4	Eighty percent (80%) of graduates will express overall satisfaction with program quality each year.	Each program will assess the overall satisfaction of graduates using a written survey.  Quality improvement plans will be developed when serious concerns are noted.	The Dean's office will collect information from each program's annual assessment report in May of each year. The Dean's office will determine if overall 80% of the students in the College were satisfied with the quality of their professional education.	Additional funds for postage and direct wage assistance for survey.
	2, 4	Post-graduation, eighty-five percent (85%) of	Each program will monitor employer	The Dean's office will collect information from	Additional funds for postage and direct

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		employers of College of Health Sciences and Human Service graduates will express satisfaction with the graduates' professional preparation each year.	satisfaction with graduates yearly.  Programs failing to meet the specified target will develop a quality improvement plan.	each program's annual assessment report in May of each year and determine the overall percentage of employers expressing satisfaction with graduates' professional preparation.	wage assistance for survey.
	6	Develop and initiate two new graduate level programs by AY 2007-2008.	Conduct needs assessment for potential graduate programs.  Develop program proposals for UTPA, the Coordinating Board and potential external funding agencies.	The COHSHS will obtain approval and funding for two new graduate level programs. The first class of students in each program will begin by September, 2007. The Dean's office will verify enrollment in the program using UTPA enrollment statistics.	Funding for postage.  Funding for programs, faculty and personnel for programs.
	6	Expand the number of doctoral programs in the College to one by AY 2007-2008.	Identify potential programs.  Conduct a needs assessment.  Identify potential partners at other universities.  Develop program proposals for UTPA, the Coordinating Board and potential external funding agencies.	One new doctoral program will be developed within the College. The programs will be approved and funded as either stand alone programs or as cooperative ventures with other Universities. The Dean's office will verify approval and funding for the programs.	None  Funding for postage etc...  None  Funding for programs, faculty and personnel for Programs.

**Unit Goal:**

Develop and implement a scholarly mentoring and collaborative research program in the college.

**Link to UTPA Goal(s):**

2: Enhance graduate education and research

Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY05
Scholarly Productivity (3)	5	Increase college faculty participation in presenting and publishing scholarly works to learned audiences to the number established as the benchmark for the college per year by end of AY 2004-2005.	<p>Encourage departments to present and publish at least two (2) works for learned professional audiences per year.</p> <p>Create a college mentoring program matching new faculty with established researchers and scholars.</p> <p>Encourage collaborative research efforts among college departments/programs and other university faculty.</p> <p>Provide release time for faculty engaged in grant writing and funded collaborative and individual research projects.</p> <p>Establish a mechanism for tracking college wide faculty participation in presenting and publishing scholarly works.</p>	The Dean's Office in collaboration with Department Chairs/ Coordinators will establish a benchmark after collection of data from AY 2002-2003, making sure that the benchmark is publicized to all members of the college.	None

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			Establish baseline data from AY 2002-2003 regarding numbers of 1) scholarly presentations and 2) submission of publications		
	5	Increase the amount of external funding through grants and contracts by 10% based on established benchmark by the end of AY 2004-2005.	Acquire information about funding sources and disseminate to faculty in the College.  New faculty members will attend at least one grant writing workshop within the first three years of employment.  Establish baseline data from 2002-2003 regarding numbers of grant and contract submissions.	The Dean's office will collect data submitted by Department Chairs/ Coordinators from each department's annual assessment report in May and compare the amount of external funding to the benchmark established for the College.	None

<b>Unit Goal:</b>	Encourage and support ongoing professional, university, and community service activities by faculty and students that enhance the quality of life of multicultural diverse learning community
<b>Link to UTPA Goal(s):</b>	1: Ensure undergraduate student access and success 2: Enhance graduate education and research

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Service (4)	2, 4	Ninety percent of the programs/departments will sponsor or support at least one community	Continue to implement at least one community service project per year that is carried out by	Dean's office will compile information from the departments on community service	None

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		service activity each year.	faculty/students of the benefit of the community.	participation and determine the overall rate of departmental/program participation.	

**Unit Goal:**

Provide effective student recruitment, development, retention, and placement programs designed to promote and serve a diverse student population.

**Link to UTPA Goal(s):**

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Student recruitment, retention and placement (5)	1, 4	Ninety percent (90%) of the departments within the college will meet their established SCH enrollment targets each year.	<p>Establish SCH enrollment targets for each department.</p> <p>Encourage faculty participation at recruitment fairs and events.</p> <p>Use existing and new articulation agreements as recruitment tools.</p> <p>Continue to utilize the University Retention Advisement Program (URAP) in appropriate recruitment activities.</p>	The Dean's office will collect SCH enrollment information from each department's annual assessment report in May of each year and determine if 90% of the programs met established enrollment targets.	None
	2, 4	Eighty-five percent (85%) of program graduates will find discipline related	Promote student participation in employment and graduate recruitment	The Dean's office will collect information from the yearly Departmental assessment reports and	None

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		employment or enroll in graduate or professional school within twelve months of graduation each year.	<p>fairs.</p> <p>Utilize student bulletin boards to disseminate information about employment or graduate opportunities.</p> <p>Coordinate with the Office of Career Placement Services to develop or expand placement programs designed to promote and serve a diverse student population.</p>	determine if eighty-five percent (85%) of the COHSHS graduates obtained professional employment or enrolled in graduate school within six months of graduation.	



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Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
Student learning outcomes (1)	2, 4	Implement student learning outcomes assessment process in all general education courses and degree programs offered by the College of Health Sciences and Human	The Dean's Office will verify that all departments/programs have implemented the outcomes assessment process. Documentation of the results for the first cycle of the process will	The student learning outcomes assessment process has been implemented for 100% of the degree programs within the College.  The Dean's Office has	Assistant Dean assigned oversight role for student learning outcomes assessment process.

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		Services by May, 2005	be sent to the Dean's office by August, 2005 for all programs and affected courses which can be used to meet core requirements.	reviewed student learning outcomes assessment results for 100% of the degree granting programs within the College  Expected outcome has been achieved.	Assistant Dean worked with Department Chairs and Coordinators to refine assessment process. Necessary changes in evaluation process for next year identified.
Student success (2)	2, 4	Eighty-five percent (85%) of the programs will attain pass rates on certification and/or licensure exams that meet or exceed benchmarks for the profession.	The Dean's office will collect and assess information on the pass rates for the various programs in the College in relation to the established benchmarks. This information will be obtained from the annual assessment report each May. Achievement of this goal will occur when 85% of the programs meet or exceed the established benchmark for student performance on the certification/licensure exam for their area.	6 out of the 10 programs with licensing or certification exams, or 60%, reported that the pass rates for their students for the last available examination cycle met or exceeded the benchmarks established for the program.  (Note: No licensure or certification is required for the B.S. level in Rehabilitation or Communication Sciences and Disorders (COMD). The Nurse Practitioner Program has two different tracks with separate certifications.)  Expected outcome has not been achieved.	Identified programs with a pass rate below the established benchmark: MS Social Work BS Dietetics BS Occupational Therapy Pediatric Nurse Practitioner-Masters in Nursing  Results for all programs reviewed by Dean and Assistant Dean. Process for regular review of pass rates by Dean's office instituted.  Consultant reviewed COMD curriculum and suggested changes. Report reviewed by faculty, Dean and Assistant Dean.

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				<p>Highlights: The Bachelor's in Nursing (BSN) program is the largest undergraduate program. NCLEX results for first time test takers is 90.32% at this time; 58 out of 64 students passed NCLEX on first attempt as of June 2005. This is an improvement over the previous year's scores. Programs meeting or exceeding the established benchmark for the certification or licensure exam include:</p> <p>Bachelor of Science in Nursing Program</p> <p>Clinical Lab Science</p> <p>MS Family Nurse Practitioner</p> <p>Physician Assistant Studies</p> <p>Communication Science and Disorders (Speech Language Pathology)- MS level</p>	<p>Enhancement funding provided to Dietetics which allowed student access to web review for licensing exam and computerized practice exam in order to improve scores.</p> <p>Nursing enhancement money used to purchase NCLEX review software and additional computers to be used for student review for licensure exam.</p> <p>Nursing enhancement money used to purchase Simulated Man Universal Patient Simulator to enhance skills lab capabilities.</p>

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				Rehabilitation Counseling-MS level	
	2, 4	Eighty percent (80%) of graduates will express overall satisfaction with program quality each year.	The Dean's office will collect information from each program's annual assessment report in May of each year. The Dean's office will determine if overall 80% of the students in the College were satisfied with the quality of their professional education.	Data used was for 2003-2004 graduates. 6 out of 11 programs currently have data from alumni. Based on the available data, 87% of the alumni responding expressed overall satisfaction with the quality of their professional program.  Expected outcome achieved.	Results reviewed by Dean and Assistant Dean. Programs without alumni survey data have instituted alumni surveys as part of the outcomes assessment process.
	2, 4	Post-graduation, eighty-five percent (85%) of employers of College of Health Sciences and Human Service graduates will express satisfaction with the graduates' professional preparation each year.	The Dean's office will collect information from each program's annual assessment report in May of each year and determine the overall percentage of employers expressing satisfaction with graduates' professional preparation.	Data used was for 2003-2004 graduates. 5 out of 11 programs currently have data from employers of former graduates. Based on the available data, 94% expressed satisfaction with graduates' professional preparation.  Expected outcome achieved.	Results reviewed by Dean and Assistant Dean. Recommended that programs without employer data institute employer surveys as part of the outcomes assessment process.
	6	Develop and initiate two new graduate level programs by AY 2007-2008.	The COHSHS will obtain approval and funding for two new graduate level programs. The first class of students in each program will begin by September, 2007. The	2 new graduate level programs currently under development: a. Master's level PA program – draft of proposal in preparation b. Ph. D. in	Status on graduate program development reviewed by Dean and Assistant Dean.  B.S. Occupational Therapy program is

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			Dean's office will verify enrollment in the program using UTPA enrollment statistics.	Rehabilitation Counseling – proposal submitted to graduate office for review  Other: Masters in Health Science is under preliminary investigation.  College is on track to meet the expected outcome.  Highlights: The new MS in Occupational Therapy began its first class in Fall 2004.	scheduled to be phased out.  Research Assistant assigned to Asst. Dean to work on Masters in Health Science.  Master's Degree in Dietetics replaced with proposal to develop Masters in Health Science.
	6	Expand the number of doctoral programs in the College to one by AY 2007-2008	One new doctoral program will be developed within the College. The programs will be approved and funded as either stand alone programs or as cooperative ventures with other Universities. The Dean's office will verify approval and funding for the programs.	Proposal for doctoral level program in Rehabilitation Counseling has been submitted to the Graduate Office for review  College on track to meet expected outcome.	The progress of the proposal is being monitored by the Dean's Office.

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Goal(s):

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Scholarly Productivity (3)	5	Increase college faculty participation in presenting and publishing scholarly works to learned audiences to the number established as the benchmark for the college per year by end of AY 2004-2005	The Dean's Office in collaboration with Department Chairs/ Coordinators will establish a benchmark after collection of data from AY 2002-2003, making sure that the benchmark is publicized to all members of the college.	<p>Benchmark established as an average of 1 scholarly presentation or publication per full time tenure/tenure track faculty member.</p> <p>Total number of scholarly presentations and publications for College in AY 2004-2005 was 144. Total number of tenured/tenure track faculty for which data was available was 39. Average number of scholarly presentations or publications per T/TT faculty was 3.7.</p> <p>Expected outcome met.</p>	Results for all faculty reviewed by Assistant Dean and Dean. Tracking System Developed to Assess Faculty Productivity.
	5	Increase the amount of external funding through grants and contracts by 10% based on established benchmark by the end of AY 2004-2005.	The Dean's office will collect data submitted by Department Chairs/ Coordinators from each department's annual assessment report in May and compare the amount of external funding to the benchmark established for the College.	Information obtained from Grants and Contracts. Benchmark established as total dollar amount of funded proposals from AY 2002. This amount was \$357,040.50 Funded proposals for AY 2004-2005 totaled \$1,645,726.31. This is over a 460% increase in funding.	Results reviewed by Dean and Assistant Dean. Modification in method of data collection: Information obtained from Grants and Contracts rather than departmental reports.

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				Expected outcome met.	

<b>Unit Goal:</b>	Encourage and support ongoing professional, university, and community service activities by faculty and students that enhance the quality of life of multicultural diverse learning community
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Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
Service (4)	2, 4	Ninety percent of the programs/departments will sponsor or support at least one community service activity each year.	Dean's office will compile information from the departments on community service participation and determine the overall rate of departmental/program participation.	100% of the programs/departments reported sponsorship or participation in at least one community service activity during AY 2004-2005.  Expected outcome met.	Results reviewed by Dean and Assistant Dean.  Tracking system developed.

<b>Unit Goal:</b>	Provide effective student recruitment, development, retention, and placement programs designed to promote and serve a diverse student population.
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Student recruitment, retention and placement	1, 4	Ninety percent (90%) of the departments within	The Dean's office will collect SCH enrollment	SCH enrollment target established for each	Results reviewed by Dean and Assistant

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(5)		the college will meet their established SCH enrollment targets each year.	information from each department's annual assessment report in May of each year and determine if 90% of the programs met established enrollment targets.	<p>department.</p> <p>SCH enrollment data obtained from 12<sup>th</sup> day class roll report.</p> <p>100% of the programs met or exceeded their SCH enrollment target.</p> <p>Overall enrollment in the College increased by 4% from AY03/04 to AY04/05</p> <p>Expected outcome met.</p> <p>Highlights: The Physician Assistant Studies Program implemented a pilot project "Summer Enrichment Program" for assisting minority students in becoming more competitive in the application process.</p>	<p>Dean.</p> <p>Additional faculty positions requested for COMD, Nursing, OT, Dietetics, PA, Pharmacy, SW and Rehab.</p> <p>Nursing enhancement money used to purchase additional equipment to expand the number of beds in the nursing laboratory.</p>
	2, 4	Eighty-five percent (85%) of program graduates will find discipline related employment or enroll in graduate or professional school within twelve months of graduation each year.	The Dean's office will collect information from the yearly Departmental assessment reports and determine if eighty-five percent (85%) of the COHSHS graduates obtained professional employment or enrolled	<p>7 out of 9 departments track placement statistics for graduates.</p> <p>Based on the available data, 95% of the graduates from the College found discipline related employment or</p>	<p>Results reviewed by Dean and Assistant Dean.</p> <p>Tracking system developed for collection of college data.</p>

Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
			in graduate school within six months of graduation.	enrolled in graduate or professional school within twelve months of graduation.  Expected outcome met.	

**Additional Resources Needed (if any) that were requested for FY06 during the budget cycle:**

1. 11 new faculty positions requested to support anticipated growth in graduate courses and student enrollment
2. Additional funding for travel to support faculty scholarly presentations for Departments of Nursing, Rehabilitation, Communication Sciences and Disorders, Occupational Therapy and Social Work
3. Increases in Operating for Dietetics, Rehabilitation, Speech and Hearing Clinic, Occupational Therapy and Social Work
4. Grant Development Person for Dean's Office