

# **Administrative and Educational Support Report**

**College of Health Sciences & Human Services**

**Annual Action Plan  
Annual Assessment Report**

**June 2005 – May 2006**



**Annual Action Plan: June 1, 2005–May 31, 2006**

**Unit:** College of Health Science 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 studies.

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

| Unit Objective<br>(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 FY06   |
|--|------------------------|--|---|---|--|
| Student success. (1)                               | 2,4                    | Eighty-five percent (85%) of the programs will attain pass rates on certification and/or licensure exams that meet or exceed benchmarks established for each | <ul style="list-style-type: none"> <li>• Identify pass rate benchmarks for each appropriate program.</li> <li>• Monitor program pass rates for each program.</li> </ul> | 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 | <ul style="list-style-type: none"> <li>• Increases in operating for Dietetics, Rehabilitation, Speech and Hearing Clinic, Occupational therapy and Social Work.</li> </ul> |

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|--|------------------------|---|---|--|--|
|  |                        | program by June 2006.   | <ul style="list-style-type: none"> <li>Quality improvement plans will be developed when programs fail to attain the benchmark for two consecutive years.</li> </ul> | obtained from the annual assessment report in 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. | <ul style="list-style-type: none"> <li>11 new faculty positions requested to support anticipated growth in graduate courses and student enrollment.</li> </ul> |

**Unit Goal:**

Develop and implement a scholarly mentoring and collaborative research program in the College of Health Sciences and Human Services.

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

2. Enhance graduate education and research

| Unit Objective<br>(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 FY06   |
|--|------------------------|--|--|--|--|
| Scholarly activity. (2)                            | 5                      | Increase the number of faculty presentations to learned audiences or publications in peer reviewed journals by 10% as compared to baseline data collected from AY05. | <ul style="list-style-type: none"> <li>Assess experience level of new faculty and assign a mentor if appropriate.</li> <li>Maintain a current list of faculty research interests.</li> </ul> | The Dean's Office will collect data on the number of faculty presentations and publications in May of 2006. This data will be compared to the baseline data collected in May 2005. | Additional funding for travel to support faculty scholarly presentations for Departments of Nursing, Rehabilitation, Communication Sciences and Disorders, Occupational Therapy and Social Work. |
|  | 5                      | Increase the dollar amount of external funding through grants and contracts by 10% by May 2006 as compared to the  | <ul style="list-style-type: none"> <li>Distribute information on funding sources and disseminate to faculty in the College.</li> </ul>   | The Dean's Office will collect data on the total dollar amount of external funding from grants and contracts in May 2006. The amount of funding                                    | Grant Development Person for Dean's Office.  |

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|--|------------------------|---|---|--|------------------------------|
|  |                        | baseline dollar amount for AY05.                              | <ul style="list-style-type: none"> <li>New faculty members will attend at least one grant writing workshop within the first three years of employment.</li> </ul> | will be compared to baseline data collected in May 2005.     |                              |

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| <b>Unit Goal:</b>            | Recruit and retain highly qualified faculty by providing an environment that promotes and rewards excellence in teaching, grant development, service, professional and scholarly activities. |
| <b>Link to UTPA Goal(s):</b> | <ol style="list-style-type: none"> <li>Ensure undergraduate student access and success</li> <li>Enhance graduate education and research</li> </ol>   |

| Unit Objective<br>(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 FY06      |
|---|------------------------|---|--|---|-----------------------------------|
| Recruitment and retention of qualified faculty. (3) | 1,2,4,5                | Eighty percent of the vacant chair/director/coordinator positions advertised in AY06 will be successfully filled by May 31, 2006. | <ul style="list-style-type: none"> <li>Advertise all positions in at least two different venues.</li> <li>Advertise positions electronically</li> <li>Encourage participation at national meetings where recruitment opportunities are available.</li> </ul> | The Dean's Office will collect data on the number of employment offers accepted by prospective faculty by May 31, 2006. This will be compared to the number of vacant chair/director/coordinator positions originally advertised. | Money for recruitment of faculty. |



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| Unit Objective<br>(Priority: #1 is highest) | Link to UTPA Objective | Expected Outcome  | Assessment Criteria, Evaluation Methods  | Assessment Results<br>(Use actual data to describe annual performance)  | Use of Results<br>(What change was made?)   |
|---|------------------------|---|--|---|---|
| Student success. (1)                        | 2,4                    | Eighty-five percent (85%) of the programs will attain pass rates on certification and/or licensure exams that meet or exceed benchmarks | 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. | Based on information submitted in the departmental reports, the following programs met or exceeded the established benchmark for students in that | Guidelines for reporting data were developed to help improve standardization of information. Departments not meeting target |

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|---|------------------------------|--|---|---|---|
|   |                              | established for each program by June 2006. | This information will be obtained from the annual assessment report in 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. | discipline:<br>CLS 85.7%<br>BSN 92.68%<br>MSN-FNP 91.78%<br>PA 80.7%<br>Rehab.MS 95 %<br><br>The following programs did not meet their established benchmark:<br>COMD M.S 56%<br>Diet 67%<br>BSOT<br><br>62.5 % of the programs met or exceeded their benchmarks.<br><br>Expected outcome not achieved. | benchmarks were reviewed by the Dean's office.<br><br>Enhancement funding was provided to Dietetics' seniors to allow them access to an online review and practice exam to prepare them for the national registration exam. Four of the students opted to attend a review session.<br><br>BSOT program graduated last class in December 2005 and therefore no changes recommended for that program. |

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|---|------------------------------|---|--|--|---|
| Scholarly activity. (2)                     | 5                            | Increase the number of faculty presentations to learned audiences or publications in peer | The Dean's Office will collect data on the number of faculty presentations and | The total number of presentations by faculty was 144 and the number of publications was 33 | Tracking system revised and modified to allow tracking by individual faculty as well as |

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|---|------------------------------|--|--|---|--|
|   |                              | reviewed journals by 10% as compared to baseline data collected from AY05.   | publications in May of 2006. This data will be compared to the baseline data collected in May 2005.  | for a total of 175. This is a 21.5% increase over 2005-2006 when there was a combined total of 144 scholarly presentations or publications by faculty.<br><br>Individual departments showing a significant increase in scholarly activity included social work, nursing and rehabilitation.<br><br>Expected outcome was achieved. | departmental totals. Grant information added to database. Information used by Dean in merit review process.<br><br>New faculty in nursing were assigned mentors. |
|   | 5                            | Increase the dollar amount of external funding through grants and contracts by 10% by May 2006 as compared to the baseline dollar amount for AY05. | The Dean's Office will collect data on the total dollar amount of external funding from grants and contracts in May 2006. The amount of funding will be compared to baseline data collected in May 2005. | The baseline dollar amount for external funding for 2004-2005 was \$1,645,726.31. The dollar amount of external funding awarded for this year was \$1,880,181.84. This is a 14.2% increase over last year.<br><br>Expected outcome was achieved.  | Tracking system for College grants developed. Direct wage support for research and grant development within the college was provided.                            |

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| Recruitment and retention of qualified faculty. (3) | 1,2,4,5                | Eighty percent of the vacant chair/director/coordinator positions advertised in AY06 will be successfully filled by May 31, 2006. | The Dean's Office will collect data on the number of employment offers accepted by prospective faculty by May 31, 2006. This will be compared to the number of vacant chair/director/coordinator positions originally advertised. | There were a total of 6 vacant Chair/Coordinator positions that were advertised in AY06. Acceptable candidates for the Chair/Coordinator positions in Dietetics, Social Work, Pharmacy and Occupational Therapy were identified. The Chair/Coordinator Positions in Physician Assistant Studies, and Communication Sciences and Disorders were not filled. This resulted in 66.6% of the vacant positions being filled by May 31, 2006.<br><br>Expected outcome not achieved. | Dean and Interim Chairs reviewed the recruitment strategies used this year and the recommendation was made that a professional recruiter be considered to help fill critical vacancies. |