

# **Administrative and Educational Support Report\***

**Department of Biology**

**Annual Action Plan  
Annual Assessment Report**

**June 2006 – May 2007**

**\*Student Learning Outcomes for this department are available at  
<http://ie.panam.edu/CoSELearningOutcomes.htm>**



**Annual Action Plan: June 1, 2006–May 31, 2007**

**Unit:** Department of Biology (College of Science & Engineering)

**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:** Biology      **Unit Head:** Dr. Mohammed Farooqui

**Unit Mission:** The Biology Department is committed to excellence in instruction, scholarly accomplishments, research, professional service, and student success. The Department seeks to provide a broad based education in Biology to provide students the opportunity to pursue the career best suited to their interests and abilities. The Department strives to meet the needs of students with various career goals that require a background in the biological sciences. The Department offers courses to fulfill the requirements of general education science courses, Bachelor of Science degree, and a minor in Biology that prepare students to enter the work force of continue their education in graduate and professional schools.

**UTPA Goal:** Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.

**Academic Affairs Objective:** Review and restructure all educational programs to ensure that students complete their educational goals in a timely fashion.

**College/AVP Objective:** To provide effective student recruitment, development, retention, and placement programs designed to promote and serve a diverse student population.

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY07
Evaluate student recruitment, retention, and placement. (1)	<b>Student recruitment:</b> Use existing articulation agreements with	Increased numbers of students transferring from STC and other community	Transfer students from community colleges will increase by 5% in AY 06-	Funding for additional staff position for biology: "Recruitment and Advising

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Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY07
	community and technical colleges as a recruitment tool.	and technical colleges in AY 2006-2007.	07 in comparison to AY 05-06.	Specialist".
	<b>Student recruitment:</b> Use concurrent enrollment and other college preparation programs as recruitment tools.	Increased numbers of concurrent enrollment freshmen entering the department in AY 2006-2007.	Concurrent enrollment freshmen entering the department will increase by 5% in AY 06-07 in comparison to AY 05-06.	Funding for additional staff position for biology: "Recruitment and Advising Specialist".
	<b>Retention:</b> Continue to expand the role of the University Retention Advisement Program (URAP) in Department of Biology recruitment activities. Work with URAP to identify students enrolled in freshman biology courses who are failing.)	Increased URAP student pass rates.	URAP student pass rates will increase by 5% in AY 06-07 in comparison to AY 05-06.	Funding for additional staff position for biology: "Recruitment and Advising Specialist".
	<b>Placement:</b> Maintain an online database indicating student matriculation into post-degree positions.	A database including past students, year of graduation, and post-degree matriculation will be created and populated.	A student graduation and post-degree matriculation database will be completed by May 31, 2007.	No additional resources are needed to address this strategy.
Review, update, and refine course inventory and laboratories. (2)	<b>Review</b> and update course inventory and laboratory curriculum.	Course inventory lists for the 2007-2009 UG and G catalogs will be completely revised,	Complete course inventory revision for both UG and G catalogs will be completed by May 31, 2007.	No new resources are needed to address this strategy.
	<b>Refine</b> course inventory and laboratory curriculum.	Update laboratory handbooks for general biology lab courses (available for student purchase).	Complete revision of laboratory handbooks for general biology lab courses by June 2007.	Funding to revise appropriate laboratory handbooks (e.g., BIOL 1401 or 1402, 2403 or 2404)

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Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY07
Develop a Doctoral Program in Biology (3)				
	Develop and support a sabbatical leave program for research faculty. (VERY IMPORTANT)	Increased sabbatical leaves taken or planned in Fall 2004-Spring 2007 (assessed over at least 3 academic years in recognition of the infrequency of sabbatical leaves).	The number of sabbatical leaves planned or taken from 2004-2007 will be at least 5% higher than the number of leaves taken in Fall 2001-Spring 2004.	Funds for full teaching release will be necessary for the sabbatical period in question.
	Resubmit Ph.D. Proposal to the UTPA Administration and T.H.E.C.B. focusing on the area of emphasis and expertise in Subtropical Biology.	Completion and submission of a Ph.D. proposal (or white-paper) on file with the UTPA administration and T.H.E.C.B. in the area of Subtropical Biology (or related area).	The Ph.D. proposal (or white-paper) will be submitted to both the UTPA Provost and VP for Graduate Studies and the THECB by May 31, 2007.	Continued 3 FTE release for departmental Graduate Advisor.

**UTPA Goal:** Optimize institutional effectiveness and efficiency consistent with high quality organizational standards.

**Academic Affairs Objective:** Streamline business processes by removing obstacles to decentralization and moving decision making responsibility to the lowest appropriate level.

**College/AVP Objective:** To provide, in the College of Science and Engineering, a variety of quality academic programs grounded in the liberal arts so as to cultivate active learning, critical thinking, problem solving, and interdisciplinary perspectives.

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY07
Review and enhance the systematic planning and	Review and evaluate the planning process for all	A departmental retreat focused on program	The program planning and assessment retreat will be	Additional FTE release time for review and

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Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY07
evaluation processes of the department. (4)	programs in biology;	planning and assessment involving the department chair, graduate chairman, and committee chairs will be held in AY 2006-2007.	held by May 31, 2007.	evaluation processes for SAP/Assessment chairperson.
Document improved student learning using an assessment tool to track student product output. (5)	Administer a semesterly student learning outcomes assessment tool to graduating senior students in the BIOL 4100 seminar course and use results to foster program improvement.	Improved performance on each SLO section of assessment tool.	Student performance on each SLO will improve by at least 3% from AY 2005-2006 to AY 2006-2007.	No new resources are needed for this unit objective.

**UTPA Goal:** Provide student s with a quality educational experience that enables them to complete their educational goals in a timely fashion.

**Academic Affairs Objective:** Create the academic infrastructure to improve student learning and success.

**College/AVP Objective:** To provide, in the College of Science and Engineering, a variety of quality academic programs grounded in the liberal arts so as to cultivate active learning, critical thinking, problem solving, and interdisciplinary perspectives.

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY07
Increase the integration of instructional technology into biology courses and laboratory teaching. (6)	Utilize WebCT and Internet-based technologies in teaching.	Increased utilization of internet-based and WebCT instruction in AY 2006-2007.	Number of course sections where internet-based and WebCT instruction are being used will increase by at least 5% in AY 2006-2007 in comparison to AY 2005-2006.	No new resources needed at this time; existing infrastructure supports WebCT and internet-based technologies.
	Increase specialized and	Increased utilization of	Number of course sections	Lab Fee funds as

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Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY07
	high-end equipment usage in upper-level course laboratory teaching.	specialized and high-end laboratory equipment for teaching.	where specialized and high-end lab equipment are being used will increase by at least 5% in AY 2006-2007 in comparison to AY 2005-2006.	requested by individual faculty for purchase of specialized equipment.

**UTPA Goal:** Become an outstanding research institution, emphasizing collaborative partnerships and entrepreneurship.

**Academic Affairs Objective:** Establish a research environment that is student-learner centered.

**College/AVP Objective:** To facilitate and reward excellence in scholarship and research, for the enhancement of knowledge in science, mathematics, computer science, and engineering that can be shared with the public through presentation, publication, and consulting.

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY07
Continue to invite and encourage applicants from doctoral/research-intensive universities. (7)	Include in position advertisements: salary range(s), availability of start-up funds, and research space.	AY 2006-2007 ads will have detailed information that will attract competitive candidates.	100% of job ads placed in AY 2006-2007 will include details about salary range, availability of start-up funds, and research space.	Permission from administration to continue to include said information in job ads.
	Increase funds for position advertising and on-site interviewing expenses.	Increased funds for ads and interview expenses for AY 2006-2007.	Funds available for AY 2006-2007 on-site expenses and position advertising will be 5% higher than that allocated for AY 2005-2006.	Increased funds for ads and interviews.

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Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY07
Increase opportunities for biology faculty, students, and staff to be involved in professional development activities. (8)	Increase funding available for biology <b>faculty</b> to attend professional conferences and educational development workshops.	Increased funding available for biology faculty to attend professional conferences and educational workshops.	Funding available for biology faculty to attend professional conferences and educational workshops will increase by at least 5% in AY 2006-2007 in comparison to AY 2005-2006.	Funds for travel and lodging reimbursement.
	Make <i>upfront</i> funding available for <b>students</b> to travel to professional conferences and educational development workshops.	Increased <i>up front</i> funding available for students to travel to professional conferences and educational development workshops.	<i>Upfront</i> funding available for students to travel to professional conferences and educational development workshops will increase by at least 5% in AY 2006-2007 in comparison to 2005-2006.	Funds for travel and lodging available for student use <i>upfront</i> .
Enhance the level of community services provided by biology faculty and students by 2007. (9)	Increase faculty participation in community service activities by increasing merit point awards for applicable community service.	Increased faculty participation in community service activities.	Faculty participation in community service activities will increase by at least 5% in AY 2006-2007 in comparison to AY 2005-2006.	No new resources needed for this objective.

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**UTPA Goal:** Optimize institutional effectiveness and efficiency consistent with high quality organizational standards.

**Academic Affairs Objective:** Provide infrastructure to maximize utilization of human intellectual capital.

**College/AVP Objective:** To provide, in the College of Science and Engineering, a variety of quality academic programs grounded in the liberal arts so as to cultivate active learning, critical thinking, problem solving, and interdisciplinary perspectives; To facilitate and reward excellence in scholarship and research, for the enhancement of knowledge in science, mathematics, computer science, and engineering that can be shared with the public through presentation, publication, and consulting.

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY07
Provide resources and compensation aimed at improving the Chairman's ability to lead the department. (10)	Increase FTE release time permitted for department chairmanship duties.	Increased FTE release time permitted for department chairmanship duties.	FTE release time for the Department Chairperson will increase by at least 10% in AY 2006-2007 in comparison to AY 2005-2006.	Increase FTE allowance - make necessary changes to HOP policies (if needed).
	Increase monetary compensation for Department Chairperson duties.	Increased monetary compensation for Department Chairperson duties.	Department Chairperson reimbursement will increase by at least 5% in AY 2006-2007 in comparison to AY 2005-2006.	Funding approval from appropriate administrators for compensation increase.
	Provide the Department Chairperson with a full-time staff person to perform laboratory duties in order to facilitate a continuity of research.	Full-time staff person hired to perform laboratory duties in order for the chairman to effectively continue research.	Successful interview and hiring of the full-time staff person (department technician) will be completed by May 31, 2007.	Funding approval from appropriate administrators for new staff position.

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**Academic Affairs Objective:** Proved support for the improvement of the research infrastructure.

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Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY07
Complete existing research laboratory shelled spaces in science building. (11)	Request finished laboratory space for existing biology faculty. (3 existing faculty members still require permanent research space.)	Approval of request for finished laboratory space for existing biology faculty.	Approval of request for finished laboratory space for existing biology faculty will be obtained by May 31, 2007.	Funds (approx. \$250,000 per lab build-out) - administration approval required.
	Request build-out of remaining laboratory shelled spaces on 1st, 2nd, and 3rd floors of Science Bldg.	Complete build-out of remaining laboratory shelled spaces on 1st, 2nd, and 3rd floors of Science Bldg.	Build-out of remaining laboratory shelled spaces will be completed by May 31, 2007.	Funds (approx. \$250,000 per lab build-out) – other space renovation costs vary. Administration approval required.
Renovate and/or build a new animal care facility for related research purposes. (12)	Request funds for renovation and upgrade of Animal Care Facility.	Funds available for renovation and upgrade of Animal Care Facility OR a new facility identified (see below).	Funds will be allocated for renovation and upgrade of Animal Care Facility OR a new facility will be identified by May 31, 2007.	Funds - administration approval required.
	Request construction of new wing on the Science Bldg (Phase II); new wing of Science Bldg would include Animal Care Facility	Approval for a new wing on the Science Bldg (Phase II); requires administration and T.H.E.C.B. approval.	Approval for the new wing will be obtained by May 31, 2007.	Funds - delivered from State of Texas (tuition revenue bond(s)) and approved by administration.
Construct a greenhouse	Request construction of	Approval for a new wing on	Approval for the new wing	Funds - delivered from

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facility on campus for use in plant-related teaching and research. (13)	new wing on the Science Bldg (Phase II); new wing of Science Bldg would include Greenhouse	the Science Bldg (Phase II); requires administration and T.H.E.C.B. approval.	will be obtained by May 31, 2007.	State of Texas (tuition revenue bond(s)) and approved by administration.
Support and increase the use of the Coastal Studies Lab (CSL) for research, teaching, and public outreach. (14)	Request funding for on-site construction of housing facilities at the CSL.	Funding approved for on-site construction of housing facilities at the CSL.	Funding approval for the housing facilities at the CSL will be obtained by May 31, 2007.	Funds for on-site construction of housing facilities (from administration, T.H.E.C.B., donation, etc.)
	Encourage use of CSL facilities for research and teaching purposes.	Course offerings and research activities utilizing CSL facilities will increase in AY 2006-2007.	<p>The number of courses offered at CSL will increase by 5% in AY 2006-2007 in comparison to AY 2005-2006.</p> <p>The number of faculty using CSL facilities for research purposes will increase by 5% over the same period of time.</p>	See below.



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**Division:** Biology      **Unit Head:** Dr. Mohammed Farooqui

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Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
Evaluate student recruitment, retention, and placement. (1)	Increased numbers of students transferring from STC and other community	Transfer students from community colleges will increase by 5% in AY 06-	A 5% reduction in transfer student numbers took place in AY 2006-2007	Monitor transfer student enrollment closely during AY 2007-2008. Identify

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	and technical colleges in AY 2006-2007.	07 in comparison to AY 05-06.		impacts of transfer student on SCH production and quality of biology program.
	Increased numbers of concurrent enrollment freshmen entering the department in AY 2006-2007.	Concurrent enrollment freshmen entering the department will increase by 5% in AY 06-07 in comparison to AY 05-06.	The Department of Biology experienced a substantial increase in concurrent enrollment Freshmen between AY 2005-2006 and AY 2006-2007 (by a factor of 18)	Monitor transfer student enrollment during AY 2007-2008. Identify impacts of concurrent enrollment students on SCH production and quality of biology program.
	Increased URAP student pass rates.	URAP student pass rates will increase by 5% in AY 06-07 in comparison to AY 05-06.	First-year undergraduate retention rates for Biology were about 2% for Fall 2004 than Fall 2005. Data on more recent years are lacking.	Since retention rates are a direct reflection of academic success, these rates will be used as one measure to assess new student success.
	A database including past students, year of graduation, and post-degree matriculation will be created and populated.	A student graduation and post-degree matriculation database will be completed by May 31, 2007.	Data from the Department of Biology Annual Report of 2007 indicates (1) Biology graduates have increase 47% in five years, (2), 66% are enrolled in health science post-graduate schools, and (3) enlists those students that have continued their educations and advanced professionally.	Improvements are being made to refine data and databases on past students of the Biology Department; an effort is now being made to integrate these data with departmental website.
Review, update, and refine course inventory and laboratories. (2)	Course inventory lists for the 2007-2009 UG and G catalogs will be completely revised,	Complete course inventory revision for both UG and G catalogs will be completed by May 31, 2007.	Currently there are 50 UG courses and 29 G courses listed in the 2005-2007 catalogs.	The 2007-2009 catalog is pending, but new faculty will add a minimum of six new courses to the curriculum.
	Update laboratory handbooks for general biology lab courses	Complete revision of laboratory handbooks for general biology lab courses	Updates and corrections of the BIOL 1401 and 1402 lab handbook drafts have	Updated laboratory handbooks for BIOL 1401 and 1402 are available to

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	(available for student purchase).	by June 2007.	been realized.	students.
Develop a Doctoral Program in Biology (3)	Increased sabbatical leaves taken or planned in Fall 2004-Spring 2007 (assessed over at least 3 academic years in recognition of the infrequency of sabbatical leaves).	The number of sabbatical leaves planned or taken from 2004-2007 will be at least 5% higher than the number of leaves taken in Fall 2001-Spring 2004.	No sabbatical leaves were taken by biology faculty during AY 2005-2006 and AY 2006-2007.	A sabbatical leave was taken during AY 2003-2004; thus providing a framework at the University and College level for faculty leave support.
	Completion and submission of a Ph.D. proposal (or white-paper) on file with the UTPA administration and T.H.E.C.B. in the area of Subtropical Biology (or related area).	The Ph.D. proposal (or white-paper) will be submitted to both the UTPA Provost and VP for Graduate Studies and the THECB by May 31, 2007.	A stand alone Ph.D. program proposal for biology was not submitted during AY 2005-2006.	Future meetings are planned between UTPA administration and biology department for cooperative and/or independent Ph.D. programs.

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Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
Review and enhance the systematic planning and	A departmental retreat focused on program	The program planning and assessment retreat will be	Planning and assessment retreat was not realized	Assessment and planning activities were

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evaluation processes of the department. (4)	planning and assessment involving the department chair, graduate chairman, and committee chairs will be held in AY 2006-2007.	held by May 31, 2007.	during AY 2006-2007.	accomplished during departmental meetings.
Document improved student learning using an assessment tool to track student product output. (5)	Improved performance on each SLO section of assessment tool.	Student performance on each SLO will improve by at least 3% from AY 2005-2006 to AY 2006-2007.		

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Increase the integration of instructional technology into biology courses and laboratory teaching. (6)	Increased utilization of internet-based and WebCT instruction in AY 2006-2007.	Number of course sections where internet-based and WebCT instruction are being used will increase by at least 5% in AY 2006-2007 in comparison to AY 2005-2006.	Use of WebCT has increased by more than 5% since AY 2006-2007. Two faculty members are pioneering the remote wireless polling systems during lectures.	Improvements and updating of course organization and modes of communication have been realized.
	Increased utilization of specialized and high-end laboratory equipment for teaching.	Number of course sections where specialized and high-end lab equipment are being used will increase by	Addition of undergraduate and graduate levels cell biology and developmental biology courses have	Teaching and research activities and opportunities are expanded and diversified.

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		at least 5% in AY 2006-2007 in comparison to AY 2005-2006.	increased the use of high-end lab equipment by more than 10% during AY 2006-2007. A newly purchased gene sequence is being used by the students of at least six faculty members.	

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Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
Continue to invite and encourage applicants from doctoral/research-intensive universities. (7)	AY 2006-2007 ads will have detailed information that will attract competitive candidates.	100% of job ads placed in AY 2006-2007 will include details about salary range, availability of start-up funds, and research space.	Three new faculty positions were advertised during AY 2006-2007 in international publications for recruitment.	Two new faculty hires resulted from job interviews during AY 2006-2007. Plans to increase applicant pools to increase the number of competitive applicants are planned.
	Increased funds for ads and interview expenses for AY 2006-2007.	Funds available for AY 2006-2007 on-site expenses and position advertising will be 5% higher than that allocated for AY 2005-2006.	Increased funding for on-site expenses and position advertising was employed for the attempted recruitment of three new faculty positions during AY	Two new faculty hires resulted from job interviews during AY 2006-2007. Plans to increase applicant pools to increase the number of competitive

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			2006-2007.	applicants are planned.

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Increase opportunities for biology faculty, students, and staff to be involved in professional development activities. (8)	Increased funding available for biology faculty to attend professional conferences and educational workshops.	Funding available for biology faculty to attend professional conferences and educational workshops will increase by at least 5% in AY 2006-2007 in comparison to AY 2005-2006.	\$900 per faculty member is allotted for faculty travel expenses on an annual basis; this has remained unchanged since AY 2004-2005.	Biology faculty members made 59 presentations during AY 2005-2006.
	Increased <i>up front</i> funding available for students to travel to professional conferences and educational development workshops.	<i>Upfront</i> funding available for students to travel to professional conferences and educational development workshops will increase by at least 5% in AY 2006-2007 in comparison to 2005-2006.	Up-front funding for students to travel to professional conferences has been increased by more than 5% on account of a recently conferred NSF-REU grant.	Increase in participation of undergraduates in research and travel to workshops and conferences.
Enhance the level of	Increased faculty	Faculty participation in	Faculty participation in	Biology faculty are active in

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community services provided by biology faculty and students by 2007. (9)	participation in community service activities.	community service activities will increase by at least 5% in AY 2006-2007 in comparison to AY 2005-2006.	community service has increased substantially on an annual basis due to the expansion of the faculty.	the community by volunteer work in their area of specialization, making contributions to civil and state governments, state and federal conservation agencies and parks.

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Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
Provide resources and compensation aimed at improving the Chairman's ability to lead the department. (10)	Increased FTE release time permitted for department chairmanship duties.	FTE release time for the Department Chairperson will increase by at least 10% in AY 2006-2007 in comparison to AY 2005-2006.	Increase in FTE release time for Department Chairperson was not increased in AY 2006-2007 by 10%.	Increase FTE allowance for Department Chair.
	Increased monetary compensation for Department Chairperson duties.	Department Chairperson reimbursement will increase by at least 5% in AY 2006-2007 in comparison to AY 2005-	Department Chairperson was increased by 5% during AY 2006-2007.	Chairperson fully compensated for increased work load.

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Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
		2006.		
	Full-time staff person hired to perform laboratory duties in order for the chairman to effectively continue research.	Successful interview and hiring of the full-time staff person (department technician) will be completed by May 31, 2007.	No staff person has been hired to assist department chairman in laboratory management.	Funding approval from appropriate administrators for new staff position.

**UTPA Goal:** Become an outstanding research institution, emphasizing collaborative partnerships and entrepreneurship.

**Academic Affairs Objective:** Proved support for the improvement of the research infrastructure.

**College/AVP Objective:** To facilitate and reward excellence in scholarship and research, for the enhancement of knowledge in science, mathematics, computer science, and engineering that can be shared with the public through presentation, publication, and consulting.

Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
Complete existing research laboratory shelled spaces in science building. (11)	Approval of request for finished laboratory space for existing biology faculty.	Approval of request for finished laboratory space for existing biology faculty will be obtained by May 31, 2007.	Laboratory space for two new faculty members were provided during AY 2006-2007.	Two new laboratories are now active in the Biology Department.
	Complete build-out of remaining laboratory shelled spaces on 1st, 2nd, and 3rd floors of Science Bldg.	Build-out of remaining laboratory shelled spaces will be completed by May 31, 2007.	Two remaining shelled lab spaces have yet to be installed as functional laboratories.	No results until remaining shelled lab spaces are outfitted. Funds (approx. \$250,000 per lab) and administration approval required.
Renovate and/or build a	Funds available for	Funds will be allocated for	No progress has been	Funds and administrative

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Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
new animal care facility for related research purposes. (12)	renovation and upgrade of Animal Care Facility OR new facility identified (see below).	renovation and upgrade of Animal Care Facility OR a new facility will be identified by May 31, 2007.	made on upgrading an existing Animal Care Facility.	approval are required for renovation and/or development of Animal Care Facility.
	Approval for a new wing on the Science Bldg (Phase II); requires administration and T.H.E.C.B. approval.	Approval for the new wing will be obtained by May 31, 2007.	Plans to approve a new wing of the Science building have been postponed.	Renewed plans for a new wing in the Science Bldg. is required.
Construct a greenhouse facility on campus for use in plant-related teaching and research. (13)	Approval for a new wing on the Science Bldg (Phase II); requires administration and T.H.E.C.B. approval.	Approval for the new wing will be obtained by May 31, 2007.	Plans to approve a new wing of the Science building have been postponed.	Plans are being made to convert the abandoned dumpster area of the Science Building into a greenhouse; a proposal will soon be forthcoming to convert the atrium of the science building into a botanical garden for lab materials.
Support and increase the use of the Coastal Studies Lab (CSL) for research, teaching, and public outreach. (14)	Funding approved for on-site construction of housing facilities at the CSL.	Funding approval for the housing facilities at the CSL will be obtained by May 31, 2007.	Not Applicable	Not Applicable
	Course offerings and research activities utilizing CSL facilities will increase in AY 2006-2007.	The number of courses offered at CSL will increase by 5% in AY 2006-2007 in comparison to AY 2005-2006.  The number of faculty using CSL facilities for research purposes will increase by 5% over the same period of time.	Increased research activities by several Biology Professors and their undergraduate assistants for course credit increased by more than 5%.	Increased experience and project plans using CSL facilities foresee increased dependency and development of CSL.