

Administrative and Educational Support Report

College of Arts and Humanities

**Annual Action Plan
Annual Assessment Report**

June 2007 – May 2008



Annual Action Plan: June 1, 2007–May 31, 2008

Unit: **College of Arts and Humanities**

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: **Dahlia Guerra**

Unit Mission: THE COLLEGE OF ARTS AND HUMANITIES will provide academic excellence in all of its undergraduate and graduate programs to sustain the mission of the Division of Academic Affairs and thus, the University of Texas-Pan American. Excellence in the College is driven by a faculty that is committed to high standards of teaching, professional achievement and professional service. The curriculum across the College has been developed to produce a spirit of critical and independent thinking in each of the department’s majors and minors. Important to the success of the mission in the College is an educated corps of students who are committed to sharing their learning experience with the state community, in particular the populace of South Texas.

UTPA Goal: **1: Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.**

Academic Affairs Objective: 1.A. The Provost’s Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking and improving continuance of students in degree programs as measured by key outcome measures associated with students in continuance degree programs.

College/AVP Objective: 1.A.1. The College of Arts and Humanities (COAH) will establish a systematic methodology for collecting, reporting, and benchmarking.
1.A.2. The College of Arts and Humanities (COAH) will improve continuance of students in degree programs in the College as measured by the outcome measures associated with continuance of students (graduation, retention, persistence, and success in gatekeeper courses).

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>1.A.1. The College of Arts and Humanities (COAH) will establish a systematic methodology for collecting, reporting and benchmarking of key outcome measures (indicators) for students in degree programs in the College.</p>	<p>100% completion of a plan to collect, report, and benchmark performance on key indicators of students in degree programs.</p>	<p>Obtain national, state and institutional data for graduation, retention and persistence rates of majors in the COAH.</p> <p>Identify a repository of all the data for each department in the College.</p> <p>Work with the Office of Institutional Research and Effectiveness and the Division of Academic Affairs Research Analyst to design methodology for collecting data not currently available.</p>	<p>The College will identify an Office or person who will compile all of the data for all departments in the College each year.</p> <p>A database of all data will be created.</p>	<p>Clerical assistance and data from the Provost's office.</p>
<p>1.A.2. The College of Arts and Humanities (COAH) will improve continuance of students in degree programs in the College as measured by the outcome measures associated with continuance of students (graduation, retention, persistence, and success in gatekeeper courses).</p>	<p>Increase of 1% in graduation rates for majors in each program as compared to benchmark year.</p> <p>Increase of 1% in retention rate for majors in each program as compared to the previous year.</p> <p>Increase of 1% in persistence rate for majors in each program as compared to the previous</p>	<p>Set yearly graduation, retention and persistence targets for majors in each department/program.</p> <p>Compare institutional data collected for each major with national, state and peer institutions data.</p> <p>Write a report summarizing the analysis, synthesis and</p>	<p>Each department will collect data for the previous years and set benchmarks for AY 2007-2008.</p> <p>At the end of the academic year, each department will collect data for AY 2007-2008.</p> <p>Each department will analyze the data by comparing AY 2007-2008 to the benchmarks set.</p> <p>Each department and program within department will report the results of the analysis on the</p>	<p>Clerical assistance and data from the Provost's office.</p>

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
	<p>year.</p> <p>Increase of 1% in success of gatekeeper courses.</p>	<p>evaluation of data.</p> <p>Set targets for the next year.</p> <p>Develop strategies for improvement in each measure.</p>	<p>Annual Assessment Reports. Using the results of the data, each department/program will initiate and plan for improvements for AY 2008-2009.</p>	

UTPA Goal: 1. Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.

Academic Affairs Objective: 1.B. The Provost's Office will work with the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and improvement of the key outcome measures associated with enhancing student learning outcomes.

College/AVP Objective: 1.B.1. The College of Arts and Humanities (COAH) will develop a systematic methodology for the collection, reporting, and benchmarking outcome measures associated with enhancing student learning outcomes.

1.B.2. The College of Arts and Humanities (COAH) will improve student learning based on measures associated with enhanced student learning outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
1.B.1. The College of Arts and Humanities will develop a systematic methodology for the collection, reporting, and benchmarking of the key	100% completion of a plan for systematically collecting, reporting, and benchmarking performance on key indicators of student performance associated	<p>Appoint key faculty in each program to develop the plan.</p> <p>Identify key indicators or measures of student</p>	The faculty committee in each program area will review national, state, and professional entity norms or averages on associated student learning outcome measures to use in	<p>Funding for new instructional technology.</p> <p>Funding for new laboratory equipment.</p>

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
outcome measures associated with enhancing student learning outcomes.	with student learning outcomes.	performance that are consistent with state and professional standards.	benchmarking. The faculty committee will review performance of students in peer institutions and at institutions with similar student population.	Funding for accreditation fees. Fees for pre-accreditation consultants. Release time for preparation of accreditation documents.
1.B.2. The College of Arts and Humanities will improve student learning based on measures associated with enhanced student learning outcomes.	All students will demonstrate increase in student learning as measured by assessment of student learning outcomes in each major. 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.	Analyze Student Learning Outcome Assessment Reports/ results every semester in each program. Set improvement targets for AY 2008-2009. Review, revise and improve the Student Learning Outcomes (SLO) Assessment Plans (procedures and methodology) for majors in each department/ program in the COAH using results of AY 2006-2007 to improve student success. Analyze and revise programs, curricula and/or assessment	At the beginning of each Fall and Spring semester, the faculty in each program will review the results of the Student Learning Outcomes assessment for the previous semester and/or year. The faculty and department chair of each program will analyze the implications for the program of student learning outcomes. The program will make necessary changes to curriculum, instruction, and/or assessment processes to improve student learning.	None

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
		procedures, as appropriate, based on assessment results.		

UTPA Goal:

1. Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion.

Academic Affairs Objective:

1.C. The Provost Office will work with the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and improving of the key outcome measures associated with increasing access to our educational programs

College/AVP Objective:

1.C. The College of Arts and Humanities will assist the departments to establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures associated with increasing access to our educational programs and will improve access as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
1.C. The College of Arts and Humanities will assist the departments to establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures associated with increasing access to our educational programs and will improve access as measured by these outcomes.	Increase access to our education programs as compared to 2006-2007 using the key outcome measures: a. Undergraduate and graduate SCH enrollments b. Students involved in research/creative works activities c. Students involved in the Honors Program	Utilize the college recruitment committee to increase awareness of college programs. Promote college participation in new student/transfer orientations. Provide support to update recruitment materials.	The Dean's office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.	Increase funding for college recruitment. Increase funding for student engaged in creative/research activities. Increase new faculty positions.

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
		<p>Expand opportunities for students engaged in creative/research activities.</p> <p>Develop new programs in areas of need.</p> <p>Advocate for new faculty positions in areas of need.</p> <p>Ensure baseline data is available for all key indicators.</p>		

UTPA Goal:

2. Become an outstanding research institution emphasizing collaborative partnerships and entrepreneurship.

Academic Affairs Objective:

2.A. The Provost's Office will support the Colleges and Departments to establish systematic methodology for the collection, reporting, benchmarking, and to improve the production and dissemination of scholarly and creative works as measured by key outcome measures.

College/AVP Objective:

2.A The COAH will support the Departments to establish systematic methodology for the collection, reporting and benchmarking of the key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.

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Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>2.A The COAH will support the departments to establish systematic methodology for the collection, reporting and benchmarking of the key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.</p>	<p>COAH will increase the overall number of scholarly activities by TT/Tenured faculty as compared to the baseline year of 2006-2007 using the key outcome indicators:</p> <ul style="list-style-type: none"> a. number of refereed/juried works in journals b. number of state, regional, national and international performances/presentations c. number of books. d. number of book chapters. 	<p>Publicize scholarly productivity successes.</p> <p>Publicize availability of internal and external sources of funding.</p> <p>Advocate for release time for faculty who demonstrate high levels of scholarly activity.</p> <p>Facilitate full utilization of research assistants.</p> <p>Ensure that baseline data for benchmarking is available.</p>	<p>The Dean’s office will monitor the key outcome indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase.</p>	<p>Increased release time for faculty engaged in scholarly activity.</p> <p>Increase funding for research assistants.</p>

UTPA Goal:

2. Become an outstanding research institution emphasizing collaborative partnerships and entrepreneurship.

Academic Affairs Objective:

2.B. The Provost’s Office will support the Colleges and Departments to establish systematic methodology for the collection, reporting, benchmarking, and to improve the acquisition of external funds as measured by key outcome measures and will increase the acquisition of external funds as measured by the key outcome measures.

College/AVP Objective:

2.B.The COAH will assist the Departments to establish systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>2.B.The COAH will assist the Departments to establish systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.</p>	<p>Improve the acquisition of external funds as measured by an overall increase in the key outcome indicators:</p> <ul style="list-style-type: none"> a. number and amount of non-research projects submitted for funding b. number and amount of funded research by faculty c. number of collaborative projects d. amount of revenue generated through entrepreneurial activities e. amount of indirect funding generated 	<p>Publicize internal and external sources of funding</p> <p>Encourage PIs to write paid release time into their externally funded projects.</p>	<p>The Dean’s office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.</p>	<p>Seed money for revenue generating activities.</p>

UTPA Goal:

3. Enhance UTPA’s engagement with the community to meet the challenges and maximize opportunities.

Academic Affairs Objective:

3.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking and to increase credit and non-credit course offerings as measured in the key outcome measures.

College/AVP Objective:

3.A. The COAH will assist Departments in establishing a systematic methodology for collecting, reporting and benchmarking of key outcome measures for credit and non-credit course offerings and will increase credit and non-credit course offerings as measured by these outcomes.

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>3.A. The COAH will assist Departments in establishing a systematic methodology for collecting, reporting and benchmarking of key outcome measures for credit and non-credit course offerings and will increase credit and non-credit course offerings as measured by these outcomes.</p>	<p>Increase by 5% the number of credit and non-credit offerings using the following indicators as compared to the previous year:</p> <ul style="list-style-type: none"> a. fully online courses b. continuing education programs c. weekend classes 	<p>Dean’s office will continue to provide financial incentives for faculty to develop fully online courses.</p> <p>Dean’s office will again appoint a faculty member as Director of Online Course Development.</p> <p>Advocate for flexible class scheduling including weekends.</p> <p>Provide mentoring on conducting continuing education programs.</p>	<p>The Dean’s office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p>	<p>Funding for financial incentives for faculty to develop fully online courses.</p>

UTPA Goal:

3. Enhance UTPA’s engagement with the community to meet the challenges and maximize opportunities.

Academic Affairs Objective:

3.B. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to improve the integration of University and community resources as measured in the key outcome measures.

College/AVP Objective:

3.B. The COAH will assist Departments in establishing a systematic methodology for collecting, reporting and benchmarking of the key outcome measures that measure University participation in professional and community activities and will increase University participation in professional and community activities as measured by these outcomes.

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Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>3.B. The COAH will assist Departments in establishing a systematic methodology for collecting, reporting and benchmarking of the key outcome measures that measure University participation in professional and community activities and will increase University participation in professional and community activities as measured by these outcomes.</p>	<p>Increase the overall number of activities that demonstrate participation in professional and community activities by 5% as compared to the baseline year of 2006-2007:</p> <ul style="list-style-type: none"> a. number of co-sponsored events - FESTIBA b. number of programs with service learning activities c. number of community-based activities d. number of external proposals to secure funding in collaboration with community groups e. number of memberships on advisory boards f. number of faculty engaged in discipline specific consulting g. number of faculty holding office in professional organizations h. number of faculty serving on committees in professional organizations 	<p>Advocate for funding for a university coordinator for service learning activities.</p> <p>Publicize outstanding service and major appointments.</p> <p>Publicize events and activities through a College Calendar and FESTIBA Brochure.</p> <p>Encourage departments to reward community and professional activities in their merit process.</p>	<p>The Dean's office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p>	<p>Funding for promoting FESTIBA</p>

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UTPA Goal: 4. Collaborate with P-12 schools to enlarge the pool of applicants who are personally prepared and academically qualified for higher education.

Academic Affairs Objective: 4.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to improve the pool of qualified applicants as measured in the key outcome measures.

College/AVP Objective: 4.A. The COAH will assist Departments in establishing a systematic methodology for collecting, reporting and benchmarking, of the key outcome measures related to improving the pool of qualified applicants as measured in the key outcome measures and will improve the pool of qualified applicants as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
4.A. The COAH will assist Departments in establishing a systematic methodology for collecting, reporting and benchmarking, of the key outcome measures related to improving the pool of qualified applicants as measured in the key outcome measures and will improve the pool of qualified applicants as measured by these outcomes	a. Partner with Gear Up for increased P-12 participation in FESTIBA b. Increase service-related summer camps c. Participate in 10 recruitment activities at the local high schools.	Promote departmental involvement in P-12 activities.	The Dean's office will obtain verification of departmental activity for each of the measurable outcomes for this objective and verify that all criteria have been met.	Funding for P-12 Special Projects.

UTPA Goal:

5. Infuse inter-American and global perspectives throughout the University community.

Academic Affairs Objective:

5.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to enhance access to inter-American and global perspectives as measured in the key outcome measures.

College/AVP Objective:

5.A. The College of Arts and Humanities will assist Departments in establishing a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured in these outcomes.

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
5.A.The College of Arts and Humanities will assist Departments in establishing a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured in these outcomes.	<p>Increase the number of indicator activities as compared to the baseline data for 2006-2007:</p> <ul style="list-style-type: none"> a. number of active international partnerships that yield instructional, research or service benefits to the institution and its faculty b. number of students who study abroad for either credit or non-credit. c. number of faculty with international experiences through Fulbright or similar faculty experiences d. number of visiting international scholars e. number of international presentations f. number of courses/ 	<p>Dean’s office will provide assistance in establishing active international partnerships.</p> <p>Assist departments in facilitating faculty involvement in Fulbright opportunities.</p> <p>Assist faculty in acquiring necessary funding for international presentations.</p> <p>Encourage departments to address cultural diversity throughout the curriculum.</p>	<p>The Dean’s office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p>	<p>Funding to allow faculty participation in international activities.</p>

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Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
	special programs addressing cultural diversity issues in the curriculum			

UTPA Goal:

6. Optimize institutional effectiveness and efficiency with high quality organization standards.

Academic Affairs Objective:

6.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to optimize course offerings through careful planning as measured in the key outcome measures.

College/AVP Objective:

6.A. The College of Arts and Humanities will assist Departments in establishing a systematic methodology for collecting, reporting, and benchmarking of key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
6.A. The COAH will assist Departments in establishing a systematic methodology for collecting, reporting, and benchmarking of key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.	The difference between scheduled seats and filled seats will be less than 20% for the majority of classes offered during AY 2007-2008.	Dean's office monitors and approves proposed course schedules. Publicize a two-year schedule of course offerings by January 2008.	The Dean's office will review reports from each department to determine the difference between scheduled seats and filled seats during the fall and spring semester.	None needed.

UTPA Goal:

6. Optimize institutional effectiveness and efficiency with high quality organization standards.

**Academic
Affairs
Objective:**

6.B. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to recruit and retain quality faculty as measured in the key outcome measures.

**College/AVP
Objective:**

6.B. The College of Arts and Humanities will establish a systematic methodology for the collection, reporting, and benchmarking of key outcome measures related to recruiting quality faculty and will increase the recruiting of qualified faculty as measured by these outcomes.

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
6.B. The College of Arts and Humanities will establish a systematic methodology for the collection, reporting, and benchmarking of key outcome measures related to recruiting quality faculty and will increase the recruiting of qualified faculty as measured by these outcomes.	<p>Make 50% of the initial offers to new faculty by February 15, 2008.</p> <p>Increase the percentage of successfully filled positions as compared to last year.</p> <p>Increase the number of new to UTPA tenured/tenure track faculty who remain for 5 years.</p>	<p>Departments with open faculty positions will have Recruitment Plans approved by the Dean's office no later than September 15, 2008.</p> <p>Dean's office will coordinate the posting of advertisements.</p>	<p>The Dean's office will review the the data for the measurable outcomes for this objective and determine if all criteria have been met.</p>	<p>Continuation of recruitment budget from the Provost's office.</p>

FY08 AES Assessment Results Report

UTPA

Admin - College of Arts and Humanities

Division: Division of Academic Affairs

College: College of Arts and Humanities

Unit Head: Dahlia Guerra

Unit Mission: THE COLLEGE OF ARTS AND HUMANITIES will provide academic excellence in all of its undergraduate and graduate programs to sustain the mission of the Division of Academic Affairs and thus, the University of Texas-Pan American. Excellence in the College is driven by a faculty that is committed to high standards of teaching, professional achievement and professional service. The curriculum across the College has been developed to produce a spirit of critical and independent thinking in each of the department's majors and minors. Important to the success of the mission in the College is an educated corps of students who are committed to sharing their learning experience with the state community, in particular the populace of South Texas.

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Admin - College of Arts and Humanities - Degree Programs - Systematic Methodology - 1.A: The College of Arts and Humanities will establish strategic and tactical plans to A.1. improve student retention and increase 4, 5, and 6-year graduation rates; A.2. increase acquisition of students from extant resources (e.g. transfer students from STC, Coastal Bend, etc., and stop-outs); increase the average semester credit hours for which students enroll; A.3. improve pass rates on Gatekeeper courses; increase student mean continuous enrollment rate w/o stopping out</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date: 05/31/2009</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Obtain national, state and institutional data for graduation, retention and</p>	<p>Assessment Method: A database of all data will be created.</p> <p>Each department will collect data for the previous years and set benchmarks for 2009 -2010.</p> <p>At the end of the academic year, each department will collect data.</p> <p>Each department will analyze the data by comparing AY 2008-2009 data to the benchmarks set.</p> <p>Each department and program within department will report the results of the analysis on the Annual Assessment Reports.</p> <p>Using the results of the data, each department/program will initiate and plan for improvements for AY 2009-2010.</p> <p>Criterion for Success: 100% completion of a plan to collect, report, and benchmark performance on key indicators of students in degree programs.</p>	<p>09/04/2008 - 09/4/08 - A plan is in place for data to be collected by the Department Chairs for all programs in the COAH. Data have been collected for retention and graduation rates. The Fall 2002 EF Cohort has a four year graduation rate of 52.2%. The same cohort has a five year graduation rate of 78.4 % and a six year graduation rate (unofficial) of 75.4%. Persistence data is in the process of being collected.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>09/04/2008 - 09/04/2008 - Data will be used to monitor student success, adjust course section offerings, examine impact of class sizes, compare data with peer institutions, and set targets for the next year.</p> <hr/> <p>09/04/2008 - Data will be used to monitor student success, adjust course section offerings, examine impact of class sizes, compare data with peer institutions, and set targets for the next year</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>persistence rates of majors in the COAH.</p> <p>2. Identify a repository of all the data for each department in the College.</p> <p>3. Work with the Office of Institutional Research and Effectiveness and the Division of Academic Affairs Research Analyst to design methodology for collecting data not currently available.</p> <p>4. Set yearly graduation, retention and persistence targets for majors in each department and program.</p> <p>5. Analyze data by comparing to previous benchmarks.</p> <p>6. Compare institutional data collected for each major with national, state and peer institutions data.</p> <p>7. Write a report summarizing the analysis, synthesis and evaluation of data</p>	<p>Increase of 1% in graduation rates for majors in each program as compared to benchmark year.</p> <p>Increase of 1% in acquisition of students from extant resources and semester credit hours for which they enroll.</p> <p>Increase of 1% in pass rates on Gatekeeper courses</p>	<p>09/04/2008 - 09/4/08 - A plan is in place for data to be collected by the Department Chairs for all programs in the COAH. Data have been collected for retention and graduation rates. The Fall 2002 EF Cohort has a four year graduation rate of 52.2%. The same cohort has a five year graduation rate of 78.4 % and a six year graduation rate (unofficial) of 75.4%. Persistence data is in the process of being collected.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>09/04/2008 - 09/04/2008 - Data will be used to monitor student success, adjust course section offerings, examine impact of class sizes, compare data with peer institutions, and set targets for the next year.</p> <hr/> <p>09/04/2008 - Data will be used to monitor student success, adjust course section offerings, examine impact of class sizes, compare data with peer institutions, and set targets for the next year</p>
<p>Admin - College of Arts and Humanities - Degree Programs - Systematic Methodology (SLOs) Cont. - 1.B: The College of Arts and Humanities will establish a systematic methodology for collection, reporting, benchmarking and improving the key outcome measures associated with enhancing student learning outcomes. B.1. Review student learning outcome data focusing on areas of excellence and areas needing improvement, considering college goals and objectives. B.2. Based on analysis of student learning outcome data, develop strategies and tactical plans for use of results to affect improvements.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date:</p>	<p>Assessment Method: At the beginning of each Fall and Spring semester, the faculty in each program will review the results of the Student Learning Outcomes for the previous semester and/or year.</p> <p>The faculty and department chair of each program will analyze the implications for the program of student learning outcomes.</p> <p>The program will make necessary changes to curriculum, instruction, and/or assessment processes to improve student learning.</p> <p>Criterion for Success: Students will demonstrate increase in student learning as measured by assessment of student learning outcomes in each major.</p>	<p>10/05/2008 - The Student Learning Outcomes have been reviewed in all departments. New courses have been developed and added in all departments (including adding new on-line classes). All degree programs were revised and two departments are aligning to national standards including Music (National Association of Schools of Music) and Modern Languages and Literature (ACTFL National Standards for the Teaching of Foreign Languages). English has a 100% pass rate on certification exams as does MLL. The COAH has experienced enrollment increases in all departments at the graduate level.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Maintenance & Operation: Funds to attend course design projects</p>	<p>10/05/2008 - All departments in the COAH will review (revise if data shows revisions are needed) the SLO's for all the degree programs. All departments will monitor key indicators and measures of student performance to ensure that they are consistent with state and professional standards.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>06/01/2008 End Date: 05/31/2009 Outcome Status: Active/Ongoing Strategies: 1. Analyze Student Learning Outcome Assessment Reports/results every semester in each program. 2. Set improvement targets for 2009-2010. 3. Review, revise, and improve the Student Learning Outcomes Assessment Plans for majors in each department /program in the COAH using results of AY 2008-2009 to improve student success. 4. Analyze and revise programs, curricula and/or assessment procedures as appropriate based on assessment results.</p>	<p>Eighty-five percent (85%) of the programs will attain pass rates on certification exams.</p>	<p>(THECB Texas Course Redesign Project in Austin, Tx.) Resources Needed - Travel: Increase in travel funds to support travel to international conferences and symposia.</p>	
<p>Admin - College of Arts and Humanities - Degree Programs - Continuance of Students - 1.C: The College of Arts and Humanities will establish a systematic methodology for the collection, reporting, benchmarking, and improving of the key outcome measures associated with increasing access to our educational programs. Indicators: C.1. Undergraduate and graduate enrollments; C.2. Paid and unpaid experiential educational experiences; C.3. Number of students involved in research/creative activities; C.4. Number of students involved in the Honors Program.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008 End Date: 05/31/2009</p>	<p>Assessment Method: The Dean's Office will monitor key indicators for each of the departments and compare figures for 2008-2009 against the previous years to determine if there has been an overall increase in the key outcome measures.</p> <p>Criterion for Success: Increase access to our educational programs as compared to 2007-2008 by 3 to 5 % in</p> <p>Undergraduate, graduate and doctoral enrollment</p> <p>Paid and unpaid experiential educational experiences</p> <p>Increase in number of students involved in research/creative activities</p> <p>Increase in number of students involved in the Honors Program.</p>	<p>09/06/2008 - Data not available and therefore not conclusive on graduation, retention, and persistence. Student Achievement has increased in presentations and publications.</p> <p>2007-2008 Student Achievement as follows(with 2006-2007 in parenthesis): 109 (101) Undergraduate students participating in conferences 277 (?) Undergraduate students participating in exhibitions 55 (37) Graduate Student presentations at conferences 129 (43) Students participating in competitions 19 (10) Student publications/Journals 48 (32) Students in theatrical productions 73 (11) Student Solo Concerts 41 (33) Student performances at state, national, or international venues 24 (?) student Exhibits at state, national, or international levels 34 (13) Students accepted to Graduate Programs</p>	<p>10/05/2008 - The College of Arts and Humanities will continue to collect data and monitor outcome measures. Students have increased in presentations at conferences and exhibitions, increased participation in national competitions, and increased creative activity. There is also an increase in students accepted to graduate Programs. The COAH will promote the Honors Program to increase the number of students involved.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <ol style="list-style-type: none"> Utilize the college recruitment committee (Majors Fairs and other events) to increase awareness of college programs. Promote college participation in orientations. Provide support to update recruitment materials. Expand opportunities and funding for students engaged in research/creative activities. Advocate for new faculty positions in areas of need. Ensure that baseline data is available for all key indicators 		<p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Maintenance & Operation: Funds for student and faculty travel to present students at national conferences and competitions.</p>	
<p>Admin - College of Arts and Humanities - Scholarly Productivity - Systematic Methodology - 2.A: The College of Arts and Humanities will establish strategic and tactical plans for increasing: A.1. Standardized number of refereed/juried works in journals, separated by top tier (high impact) and non-top tier; A.2. Standardized number of state, multi-state, national, and international presentations by faculty and students; A.3. Standardized number of books by faculty and students; A.4. Standardized Number of book chapters by faculty and students; A.5. Percentage of TT/tenured faculty contributing works by rank.</p>	<p>Assessment Method: The Dean's Office will monitor key indicators for each of the departments and compare figures for 2008-2009 against the previous years to determine if there has been an overall increase in the key outcome measures.</p> <p>Criterion for Success: COAH will increase the overall number of scholarly activities by TT/Tenured faculty as compared to the baseline year of 2007-2008 by 3 to 5% using the key outcome indicators of:</p> <p>a. Number of refereed/juried works in</p>	<p>09/06/2008 - The COAH significantly increased the number of publications and creative presentations, improved productivity in scholarly conference participation and publication in high impact journals and publishing houses, and continued to serve as home for major journals in the field (Southwest Journal of Linguistics).</p> <p>Faculty Achievement 2007-2008 (2006-2007 in parenthesis: Books published or accepted for publication 33 (23) Book chapters published or accepted for publication 46 (22) Refereed articles or accepted for publication 74</p>	<p>08/31/2009 - The COAH will seek an increase in the number of students involved in faculty research and creative exhibitions and presentations. Annual evaluation guidelines will be revised to reward faculty who mentor students through thesis direction, publication, collaborative research, and guidance into doctoral programs.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date: 05/31/2009</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <ol style="list-style-type: none"> 1. Publicize scholarly/creative productivity successes. 2. Publicize availability of internal and external sources of funding. 3. Advocate for release time for faculty who demonstrate high levels of scholarly/creative activity. 4. Facilitate full utilization of research assistants. 5. Ensure that base-line data for benchmarking is available. 	<p>journals</p> <p>b. Number of state, multi-state, national, and international presentations</p> <p>c. Number of books</p> <p>d. Number of book chapters</p> <p>e. Standardized Number of Creative Activities</p>	<p>(43)</p> <p>Other creative works: Refereed conference papers: local 67 (22) state/region 61 (43) national 59 (42) internat?l 63 (24)</p> <p>Non refereed conference papers: local 55 (37) state/region 41(20) national 25 (26) international?l 10 (7)</p> <p>Faculty research awards or recognitions 23 (9)</p> <p>Internal faculty research or development grant 44 (22)</p> <p>Other professional achievements/activities 296 (253)</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Salaries: Salaries to attract and retain quality faculty</p> <p>Resources Needed - Travel: Resources for faculty to present at national and international conferences, and develop interdisciplinary research contacts and opportunities.</p>	
<p>Admin - College of Arts and Humanities - Acquisition of External Funds - Systematic Methodology - 2.B: The College of Arts and Humanities will establish strategic and tactical plans for increasing; B.1. Standardized number of projects submitted for funding and percentage funded; and Standardized number and amount of funded research/works by faculty and students; B.2. Number of active intra and inter</p>	<p>Assessment Method: The Dean's office will monitor key indicators for each of the departments and compare figures for 2008-2009 against the previous year to determine if there has been an overall increase in the key outcome measures.</p> <p>Criterion for Success:</p>	<p>09/06/2008 - The COAH submitted 12% of UTPA's grant submissions, improving the ratio of grants submitted to grants funded through careful mentorship and training of young faculty members, through the hiring of a Grants Coordinator, and through the support of the COAH Faculty Grant and Research Initiative. The MLL achieved a 36% increase in external funding as compared to 06 and funding from external grants</p>	<p>10/05/2008 - The COAH has hired an Administrative Coordinator to enhance our COAH Grants Support Center. The COAH will offer a Dean's Enhancement Grant award to faculty who submit a grant over \$20,000.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>University collaborative projects; B.3. Standardized number of disclosures, number of patents, number of product licenses/marketed patents, and amount of revenue generated; B.4. Standardized students actively participating in funded and unfunded research projects; B.5. Number of entrepreneurial activities emanating from research and sponsored activities (e.g., revenue producing to the University/College/PI); B.6. Increased physical square footage of research space, fiscal and human support infrastructures--- (e.g., number of centers, state dollars to research, etc.).</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date: 05/31/2009</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Publicize internal and external sources of funding. 2. Encourage PIs to write paid release time into their externally funded projects.</p>	<p>Improve the acquisition of external funds as measured by an overall increase in the key outcome indicators:</p> <p>a. number and amount of non-research projects submitted for funding by faculty & students b. number and amount of funded research by faculty c. number of collaborative projects d. amount of revenue generated through entrepreneurial activities e. amount of indirect funding generated</p> <hr/> <p>Assessment Method: The Dean's office will monitor key indicators for each of the departments and compare figures for 2008-2009 against the previous year to determine if there has been an overall increase in the key outcome measures.</p> <p>Criterion for Success: Increase by 5% the number of credit and</p>	<p>exceeded \$500,000 in that department.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Salaries: Incentives for faculty to pursue grant activity through release time and other incentives.</p> <p>Resources Needed - Travel: Travel funds to cover research related travel for faculty</p>	
<p>Admin - College of Arts and Humanities - Professional and Community Participation - Syst. Methodology (Credit and Non Credit Course Offerings) - 3.A: The College of Arts and Humanities will establish strategic and tactical plans to increase A.1: Number of alternatively scheduled academic offerings (weekend, online courses, reduced seat time courses); A.2: Number of non-degree programs and students (e.g., certificates,</p>	<p>Assessment Method: The Dean's office will monitor key indicators for each of the departments and compare figures for 2008-2009 against the previous year to determine if there has been an overall increase in the key outcome measures.</p> <p>Criterion for Success: Increase by 5% the number of credit and</p>	<p>09/06/2008 - Every department has added at least one new on-line course this past year (MLL added three) and there has been an increase in reduced seat time courses as well. The MLL is exploring ways to offer Continuing Education courses in Medical and Business Spanish and collaborated with the English Language Institute to offer Spanish for University Faculty and Staff. The Music Department and MLL offered classes on Saturdays.</p>	<p>10/05/2008 - The COAH will establish a plan to add Saturday classes in specific departments and will encourage the development of new on-line courses. The COAH will investigate the addition of Continuing Education classes in Ethics, Medical and Business Spanish, and in the Arts.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>continuing education, CEU courses, etc.)</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date: 05/31/2009</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Dean's office will continue to provide financial incentives for faculty to fully develop online courses. 2. Dean's office will again appoint a faculty member as Director of Online Course Development. 3. Advocate for flexible class scheduling including weekends. 4. Provide mentoring on conducting continuing education programs.</p>	<p>non-credit offerings using the following indicators as compared to the previous year:</p> <p>a. fully online courses</p> <p>b. continuing education programs</p> <p>c. weekend classes</p>	<p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Salaries: Funds to operate offer Saturday classes and Continuing Education classes.</p>	<p>09/06/2008 - Courses engaging the community will be advertised through the COAH website and Events Calendar.</p>
<p>Admin - College of Arts and Humanities - Professional and Community Participation - Systematic Methodology Cont. - 3.B: The College of Arts and Humanities will establish strategic and tactical plans to increase the integration of University and community resources. B.1. Number of co-sponsored events (conferences, FESTIBA) with community organizations; B.2. Number of programs and students involved in service learning activities coordinated through the University; B.3. Integration of research and entrepreneurial activities that meet contemporary community needs; B.4. Number of external proposals to secure funding in collaboration with community groups; B.5. Number of current memberships on mutual beneficial advisory</p>	<p>Assessment Method: The Dean's office will monitor key indicators for each of the departments and compare figures for 2008-2009 against the previous year to determine if there has been an overall increase in the key outcome measures.</p> <p>Criterion for Success: Increase the overall number of activities that demonstrate participation in professional and community activities by 5% as compared to the baseline year of 2007-2008: a. number of co-sponsored events - FESTIBA b. number of programs with service learning activities c. number of community based activities</p>	<p>10/05/2008 - FESTIBA 2008 expanded in community outreach program with the collaboration of the Austin Book Festival, Gear Up, Reading is Fundamental, Region One, and Congressional support. With the goal of promoting literacy, over 300 books were distributed to public schools, and an audience of over 10,000 attended the events. The College of Arts and Humanities also exhibited a strong presence through participation on and off campus in events such as Pan American Days, International Week, and various student workshops and summer camps. Faculty members participated in 6 advisory boards, over 20 faculty engaged in discipline specific consulting, over 10 faculty members held office or served on committees in professional organizations. There has been an increase in the number of classes that include service learning</p>	<p>10/05/2008 - The COAH will continue to engage the community and partner with the Texas Book Festival, Gear Up, Region One, Reading is Fundamental, and the Congressman Hinojosa's Office to grow and present FESTIBA 2009. Faculty will be encouraged to participate in external advisory boards and professional organizations.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>councils/organizations/projects as measured by knowledge expertise data base; B.6. Number of faculty engaged in discipline specific external consulting.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date: 05/31/2009</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Advocate for funding for a university coordinator for service learning activities. 2. Publicize outstanding service and major appointments. 3. Publicize events and activities through a College Calendar and FESTIBA Brochure. 4. Encourage departments to reward community and professional activities in their merit process.</p>	<p>d. number of external proposals to secure funding in collaboration with community groups e. number of memberships on advisory boards f. number of faculty engaged in discipline specific consulting g. number of faculty holding office in professional organizations h. number of faculty serving on committees in professional organizations</p>	<p>components in course requirements.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Classified Release time for an individual faculty or other incentive.</p> <p>Resources Needed - Maintenance & Operation: Funds to continue FESTIBA</p> <p>Resources Needed - Travel: Travel funds to cover research related travel for faculty</p>	
<p>Admin - College of Arts and Humanities - Qualified Applicants - Systematic Methodology - 4.A: The College of Arts and Humanities will establish strategic and tactical plans to improve the pool of qualified applicants for higher education. A.1. Support establishment of P-16 council for UTPA with curriculum alignment being a major 08-09 focus; A.2. Increase the number of certifications of teachers through COE and other College collaboration; A.3. Increase the number of active partnerships with P-12 school districts (e.g., summer programs, recruiting high school teachers for masters degrees); A.4. Increase number of on-line courses focused on remedial</p>	<p>Assessment Method: The Dean's office will obtain verification of departmental activity for each of the measurable outcomes for this objective and verify that all criteria have been met.</p> <p>Criterion for Success: Increase the overall number of activities to improve the pool of qualified applicants for higher education by 5% as compared to the baseline year of 2007 2008: a. Partnering with Gear Up for increased P-12 participation in FESTIBA b. Increasing service-related summer camps c. Participating in 10 recruitment activities at the local high schools.</p>	<p>10/05/2008 - 1,000 Gear Up students were engaged in Festiba 2008 (an increase of 500 in 2007). Four of the COAH departments offered summer camps (an increase of two from last year), and five of the six departments increased participation in recruitment activities at local high schools by over 50%. The COAH invited the COE Teacher Development fraternity to participate in FESTIBA 2008 and over 300 teachers attended the conference on Community Day. FESTIBA 2008 included a Librarians workshop that was offered free to the public schools. Teacher development programs were strengthened through collaboration with the COE. The History/Philosophy Department recruited public school teachers into graduate school by offering</p>	<p>10/05/2008 - The COAH will encourage faculty to engage the public schools in workshops, collaborations, teacher certification, recruitment activities, and support of the P16 Council.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>education.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date: 05/31/2009</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Promote departmental involvement in P-12 activities.</p>	<p>d. Supporting establishment of P-16 council for UTPA</p> <p>e. Promoting the number of students seeking teacher certification through the COE</p>	<p>\$12,000 in graduate tuition through partnership in a Teach American History Grant with Region One.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Classified Funds to operate summer workshops for public school teachers and students.</p> <p>Resources Needed - Maintenance & Operation: Funds for promotion, recruitment and workshop materials.</p> <p>Resources Needed - Travel: Funds to cover student recruitment travel for faculty to visit public schools outside of the Rio Grande Valley.</p>	
<p>Admin - College of Arts and Humanities - Access to Inter-American and Global Perspectives - Systematic Methodology - 5.A: The College of Arts and Humanities will establish strategic and tactical plans to increase access to inter-American and global perspectives.</p> <p>A.1: Number and diversity of affiliation of participants in international week, Pan American days; A.2: Increase number of active partnerships that yield instructional, research, or service benefits to the institution and its faculty; A.3: Number of students who study abroad and foreign students studying at UTPA; A.4: Number of international internships; A.5: Number of faculty with international experiences through Fulbright and similar faculty experiences; A.6: Number of visiting international scholars; A.7: Number of international presentations.</p>	<p>Assessment Method: The Dean's office will monitor key indicators for each of the departments and compare figures for 2008-2009 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p>Criterion for Success: Increase the number of indicator activities as compared to the baseline data for 2006-2007:</p> <p>a. number of active international partnerships that yield instructional, research or service benefits to the institution and its faculty</p> <p>b. number of students who study abroad for either credit or non-credit.</p> <p>c. number of faculty with international experiences through Fulbright or similar faculty experiences</p> <p>d. number of visiting international scholars</p> <p>e. number of international presentations</p>	<p>10/05/2008 - The COAH increased the number of active international partnerships including a new partnership with the Secretaria de Educacion of the State of Nuevo Leon and an ongoing partnership with the Universite Michel de Montaigne Bordeaux. Three faculty applied for Fulbrights, and the number of students who studied abroad increased by over 5%. The number of visiting international scholars increased to four, the number of international presentations increased, and the number of special programs addressing cultural diversity issues in the curriculum increased as well (Medical Spanish, Hispanic Media Minor, new Women's Studies courses)</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Maintenance & Operation: Funds for presentations of international</p>	<p>10/05/2008 - The COAH will continue to promote international experiences for faculty and students and address cultural diversity through curriculum and events such as FESTIBA 2009.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date: 05/31/2009</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Dean's office will provide assistance in establishing active international partnerships. 2. Assist departments in facilitating faculty involvement in Fulbright opportunities. 3. Assist faculty in acquiring necessary funding for international presentations. 4. Encourage departments to address cultural diversity throughout the curriculum.</p>	<p>f. number of courses/ special programs addressing cultural diversity issues in the curriculum</p>	<p>guest speakers. Resources Needed - Travel: Funds for student and faculty travel for study abroad.</p>	
<p>Admin - College of Arts and Humanities - Optimization of Course Offerings - 6.A: The College of Arts and Humanities will establish strategic and tactical plans to increase optimization of offerings through careful planning. A.1: Publish a 2 year (6 semesters) schedule of courses (not sections) each January; A.2: Reduce the delta between scheduled seats and filled seats; A.3: Maximize faculty, classroom and lab utilization; A.4: Minimize the number of classes that are not funded due to size.</p>	<p>Assessment Method: The Dean's office will monitor key indicators for each of the departments and compare figures for 2008-2009 against the previous year to determine if there has been an overall increase in the key outcome measures.</p> <p>Criterion for Success: Increase optimization of offerings, classroom and lab utilization, and small classes.</p>	<p>10/05/2008 - The COAH supported and promoted systematic enrollment planning to optimize offerings. Faculty was maximized and attempts were made to minimize small classes and to counter the smaller classes by offering large classes in History, Music, and Art Appreciation. Result Type: Inconclusive Next Step: Continue Current Strategy(s)</p>	<p>10/05/2008 - The COAH Dean's office will promote the systematic planning of enrollment with the publication of a two year schedule of courses, and monitor key indicators for each of the departments to determine if there has been an overall increase in optimization of offerings, classroom and lab utilization, and small classes.</p>
<p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date:</p>			

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>05/31/2009</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <ol style="list-style-type: none"> 1. The Dean's Office will oversee the publication of a 2 year (6 semesters) schedule of courses. 2. Carefully monitor the difference between scheduled seats and filled seats. 3. Monitor classroom and lab utilization. 4. Monitor small classes. 			
<p>Admin - College of Arts and Humanities - Recruiting Quality Faculty - 7.A: The College of Arts and Humanities will establish strategic and tactical plans to increase recruitment and retention of quality faculty, A.1: Make initial offers (on first round recruiting) to new faculty by February 15; A.2: Increase percentage of hires yielded from open faculty positions; A.3: Increase number of new to UTPA tenured/tenure track faculty who remain for 5 years; A.4: Identify and reduce problems associated with non-typical faculty hires and partnerships; A.5: Percentage of new hires who have keys on first day of New Faculty Orientation; A.6: Percentage of new faculty who have email accounts set up on date of hire; A.7: Percentage of new hires with computers and network access by the first day of New Faculty Orientation.</p>	<p>Assessment Method: The Dean's Office will review the data for the measurable outcomes for this objective and determine if all the criteria have been met.</p> <p>Criterion for Success: Make 50% of the initial offers to new faculty by February 15, 2009.</p> <p>Increase the percentage of successfully filled positions as compared to last year.</p> <p>Increase the number of new to UTPA tenured/tenure track faculty who remain for 5 years by 5%.</p> <p>Increase the percentage of new hires who have keys, email accounts, and new computers with network access on first day of New Faculty Orientation.</p>	<p>10/05/2008 - The COAH made over 50% of the initial offers to new faculty by February 15, 2008 and increased the percentage of successfully filled positions as compared to last year. New UTPA tenured/tenure track faculty did not have keys or email accounts on first day of New Faculty Orientation which was out of the hands of the COAH. New faculty did have offices ready and most had computers ready.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/05/2008 - The COAH will make 75% of the initial offers to new faculty by February 15, 2009 and increase the percentage of filled positions. The COAH will strive to retain faculty who remain 5 years by 5% and increase percentage of new hires who have keys, email accounts, and new computers with network access on first day of New Faculty Orientation.</p>
<p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date:</p>			

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>05/31/2009</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <ol style="list-style-type: none"> 1. Departments with open faculty positions will have Recruitment Plans approved by the Dean's Office no later than September 15, 2009. 2. Dean's Office will coordinate the posting of advertisements. 3. The Dean will advocate for new hires to have keys, email accounts, and new computers with network access on first day of New Faculty Orientation. 			
<p>Admin - College of Arts and Humanities - Optimize Institutional Effectiveness - 8.A: The College of Arts and Humanities will establish strategic and tactical plans to identify and begin a complete analysis of business processes on academic</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date: 05/31/2009</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: Provide opportunity for secretary training, project manager training, Oracle training .</p>	<p>Assessment Method: The Dean's Office will review the data for the measurable outcomes for this objective and determine if all the criteria have been met.</p> <p>Criterion for Success: Increase the efficiency of the COAH business processes.</p>	<p>10/05/2008 - An audit of the COAH business processes was completed and improvements were made to increase efficiency. The Administrative Associates are supervised by the ASO who is training them to reconcile all accounts in a timely manner.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/05/2008 - The Dean's Office will continue to monitor and continue efforts to increase the efficiency of the COAH business processes.</p>
<p>06/01/2008</p> <p>End Date: 05/31/2009</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: Provide opportunity for secretary training, project manager training, Oracle training .</p>			