

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

**College of Education**

**Annual Action Plan  
Annual Assessment Report**

**June 2007 – May 2008**

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



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

Unit: **College of Education**

**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:** Salvador Hector Ochoa

**Unit Mission:** The mission of the College of Education at the University of Texas-Pan American is to continually improve the educational process in the College and the community through teaching, research, and service. The College values the rich cultural and linguistic history of the international border area and directs its program and course offerings toward the preparation of professionals for an increasingly diverse population of learners.

**UTPA Goal:** Provide students with a quality educational experience that enables them to complete their educational goals in a timely fashion. Academic Affairs will incorporate principles of continuous quality improvement processes to implement this goal

**Academic Affairs Objective:** 1.A. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and to improve continuance as measured in the key outcome measures associated with student in continuance degree programs

**College/AVP Objective:** The College of Education (COE) will establish a systematic methodology for collecting, reporting, benchmarking and improving continuance in degree programs in the College as measured by the outcomes measures associated with continuance of students (graduation, retention, persistence)

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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 FY08
<p>Establish a systematic methodology for collecting, reporting, benchmarking and improving continuance in degree programs in the College as measured by graduation, retention and persistence outcome rates.</p>	<p>Develop a database to track graduation, retention and persistence data for majors in each department in the COE</p> <p>Set yearly graduation, retention and persistence targets for majors in each department.</p> <p>Compare institutional data collected for each department with national data.</p> <p>Write a report summarizing the analysis, synthesis and evaluation of data.</p> <p>Set targets for the next year.</p> <p>Develop strategies for improvement in each measure.</p>	<p>Increase of 3% in graduation rates for majors in each program as compared to benchmark year.</p> <p>Increase of 3% in retention rate for majors in each program as compared to the previous year.</p> <p>Increase of 3% in persistence rate for majors in each program as compared to the previous year.</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 Annual Assessment Reports.</p> <p>Using the results of the data, each department/program will initiate and plan for improvements for AY 2008-2009.</p>	<p>None</p>

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**UTPA Goal:** 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 Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and improving of the key outcome measures associated with enhancing student learning outcomes (SLO).

**College/AVP Objective:** The COE will establish a systematic methodology for collecting, reporting, benchmarking and improving of key outcome measures associated with enhancing student learning outcomes.

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
Establish a systematic methodology for collecting, reporting, benchmarking and improving of key outcome measures associated with enhancing student learning outcomes	<p>Analyze the results of AY 2006-2007 SLO assessment in each department/program</p> <p>Review, revise and improve the SLO Assessment Plans for majors in each department/program in the COE using results of AY 2006-2007 to improve student success.</p> <p>Set targets (criteria) that improve student success.</p> <p>Analyze and revise programs, curricula and/or assessment procedures, as appropriate, based on assessment results.</p>	<p>75% of the programs will attain pass rates on certification and/or licensure exams that meet or exceed benchmarks set by the programs.</p> <p>If appropriate/necessary, programs will submit revisions in curriculum and/or assessment procedures.</p>	All students in each program graduating in Fall (December) and Spring (May) will be assessed using multiple means of assessment, including but not limited to, internally or externally developed examinations, capstone courses, portfolios, embedded assessment, and state or national licensure or certification examinations.	None

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

**Academic Affairs Objective:** 1C 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:** The COE will establish a systematic methodology for collecting, reporting, benchmarking and improving of key outcome measures associated with increasing access to our educational programs.

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
Establish a systematic methodology for collecting, reporting, benchmarking and improving of key outcome measures associated with increasing access to our educational programs	Develop a database for 1) programs' enrollment, 2) students involvement in a. research/creative works b. practicum /internships, and 3) faculty engaged in professional teaching development activities Set targets for each department	Increase of 3% in undergraduate enrollment Increase of 2% in graduate enrollment 10% faculty engaged in professional teaching development activities 10% of graduate students engaged in research activities	Each department will collect data for previous year(s) and set benchmark for 2007-08 enrollment Each department will collect data to ascertain the number of graduate students engaged in research activities Each department will collect data to ascertain the number of faculty engaged in professional teaching development activities	None

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**UTPA Goal:** **Become an outstanding research institution, emphasizing collaborative partnerships and entrepreneurship. In Academic Affairs we will focus not only on traditional concepts of research but also how is students' learning is increased through this goal.**

**Academic Affairs Objective:** 2A. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and to improve the production and dissemination of scholarly and creative works as measured in the key outcomes measures

**College/AVP Objective:** The COE will establish a systematic methodology for the collection, reporting, benchmarking of scholarly and creative works as measured in the key outcomes measures and improve the production and dissemination of scholarly and creative works

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
Establish a systematic methodology for the collection, reporting, benchmarking of improving the production and dissemination of scholarly and creative works (journal article publications, presentations, book chapters, and books).	Develop a database for the collection and reporting of: 1) refereed/juried works in journals, 2) number of state, multi-state, national, and international presentations by faculty and students, and 3) number of books/book chapters by faculty and students as well as 4) the % of tenured/tenure track faculty contributing scholarly works –by rank	30% of COE tenured or tenure track faculty will publish a refereed journal article or a book chapter or book.  50% of COE tenured or tenure track faculty will present at a state, multi-state, national, or international conference  50% of Assistant Professors will publish refereed/juried articles in journals and/or a chapter in a book  40% of Associate Professors will publish refereed/juried articles in journals and/or a chapter in a book	Each department will collect data (scholarly, creative work and presentations) for the previous years and will set benchmarks for AY 2007-2008	None

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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 FY08
		<p>-25% of Full Professors will publish in refereed/juried articles in journals and/or a chapter in a book</p> <p>60% of Assistant Professors will present at a state, multi-state, national, or international conference</p> <p>-40% of Associate Professors will present at a state, multi-state, national, or international conference</p> <p>25% of Assistant Professors will present at a state, multi-state, national or international conference</p>		

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**UTPA Goal:**

**Become an outstanding research institution, emphasizing collaborative partnerships and entrepreneurship. In Academic Affairs we will focus not only on traditional concepts of research but also how is students' learning is increased through this goal.**

**Academic Affairs Objective:**

2B. The Provost Office will support the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and to improve acquisition of external funds as measured in the key outcomes measures

**College/AVP Objective:**

The COE will establish a systematic methodology for the collection, reporting, benchmarking to improve the acquisition of external funds as measured in the key outcomes measures

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
Establish a systematic methodology for the collection, reporting, acquisition of external funds as measured by key outcomes measures	Develop a database for the collection and reporting of: <ol style="list-style-type: none"> <li>1) # of projects submitted for funding and % that are funded</li> <li>2) # and amount of funded research/works by faculty and students</li> <li>3) # of active intra and/or inter collaborative projects</li> <li>4) students actively participating in funded and unfunded research projects</li> </ol>	COE will increase the number of funded grants by having 2 additional funded grants than the previous year.  The total amount of grant funds will increase by 5%.  The total # of new projects submitted for funding will increase by 20%.	Each department will collect data (# and amount of funded and non-funded projects) for the previous years and will set benchmarks for AY 2007-2008	None

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**UTPA Goal:** Enhance UTPA’s engagement with the community to meet challenges and maximize opportunities. In Academic Affairs, we consider “community” to be the community at large, including local, state, national, and international governmental and non-governmental organizations.

**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 offerings as measured in the key outcome measures

**College/AVP Objective:** The COE establish a systematic methodology for the collection, reporting, benchmarking to increase credit and non-credit offerings as measured in the key outcome measures

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
Establish a systematic methodology for the collection, reporting, benchmarking in order to increase credit and non-credit offerings as measured in the key outcome measures	Develop a database to track the number of alternatively scheduled academic offerings (weekend, online courses, WebCT, ELC, Hybrid, Reduced Seating Time) and the number of students who are in non-degree programs	5% of the classes offered will be alternatively scheduled.  The # of students who are in non-degree programs will increase by 5%	Each department will collect data (# of classes to be offered on alternatively schedules) for the previous years and will set benchmarks for AY 2007-2008.  Each department, if appropriate, will collect data on the # of students enrolled in non-degree programs.	None

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**UTPA Goal:** Enhance UTPA’s engagement with the community to meet challenges and maximize opportunities. In Academic Affairs, we consider “community” to be the community at large, including local, state, national, and international governmental and non-governmental organizations.

**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:** The COE establish a systematic methodology for the collection, reporting, benchmarking and to improve the integration of College and community resources as measured in the key outcome measures

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
Improve the integration of College and community resources as measured by the key outcome measures by collecting reporting, and benchmarking the number of co-sponsored events with the community (HESTEC, FESTIBA, etc.)	Develop a database to track the 1) number of co-sponsored events, 2) # of faculty memberships on mutual advisory councils, organizations or projects, and 3) # of faculty engaged in discipline specific consulting (paid or un-paid).	The College will engage at least 3 co-sponsored events with the community.  5% of faculty members will serve on mutual advisory councils, organizations or projects.  20% of faculty members will engage in discipline specific consulting (paid or un-paid).	Each department will collect data on: a) the # of co-sponsored events, b) the # of faculty members serving on mutual advisory councils, advisory councils or projects, c) the # of faculty members will engage in discipline specific consulting (paid or un-paid)  and will set benchmarks for AY 2007-2008	None

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

**Academic Affairs Objective:** 4A. 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:** The COE establish a systematic methodology for the collection, reporting, benchmarking and to improve the pool of qualified applicants as measured in the key outcome measures

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
Establish a systematic methodology for the collection, reporting and benchmarking to improve the pooled of qualified applicants,	Develop a database to track 1) number of applicants to teacher preparation by program and/or discipline 2) number of students admitted into teacher preparation by discipline area 3) number of teacher certifications awarded by discipline area -	Increase the number of applications to teacher preparation by 5%. Increase the number of students admitted into teacher preparation programs by 5%. Increase the number of teachers obtaining certification by 5%.	Each department, if applicable, will collect data (#) for previous years and will set benchmarks for AY 2007-2008	None

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**UTPA Goal:**

**Optimize institutional effectiveness and efficiency consistent with high quality organization standards**

**Academic  
Affairs  
Objective:**

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

**College/AVP  
Objective:**

The COE optimize offerings through careful planning as measured in the key outcome measures

<b>Unit Objective</b>	<b>Strategy(ies) to Achieve Unit Objective</b>	<b>Measurable Outcome for Unit Objective</b>	<b>Assessment Criteria, Evaluation Methods for Measurable Outcome</b>	<b>New Resources Needed in FY08</b>
Optimize offerings through careful planning as measured in the key outcome measures	Develop a 2-year master schedule for each department (FY09 & FY10)  -	All Department Chairs will submit a two year schedule by January 2008  Minimize the # of classes that are not funded due to size.	A report will be submitted to the Dean which will help to ascertain the number of sections taught by tenured/tenure track, lecturers and part time faculty.  Percentage of classes that were not funded due to size by college and department	none

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**UTPA Goal:**

**Optimize institutional effectiveness and efficiency consistent with high quality organization standards**

**Academic  
Affairs  
Objective:**

6B. 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 outcomes measures

**College/AVP  
Objective:**

The COE recruit and retain quality faculty as measured in the key outcomes measures

Unit Objective	Strategy(ies) to Achieve Unit Objective	Measurable Outcome for Unit Objective	Assessment Criteria, Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
Establish a systematic methodology for the collection, reporting and benchmarking to recruit and retain quality faculty as measured in the key outcomes measures	<p>Develop a database to track the recruitment and retention of faculty.</p> <p>Dean will make initial offers to new faculty by Feb. 15<sup>th</sup>.</p> <p>COE will successfully fill all advertised lines.</p> <p>All faculty members employed less than 5 years at UTPA will be retained.</p>	<p>100% of all initial offers will be made by Feb. 15<sup>th</sup>.</p> <p>100% of all advertised lines will be filled.</p> <p>COE will retain 95% of the faculty who have been employed at UTPA for less than 5 years.</p>	<p>Percentage of initial offers made by Feb. 15<sup>th</sup> by Dean.</p> <p>Percentage of positions filled by May 31, 2008.</p> <p>Percentage of faculty with less than 5 years at UTPA who have not resigned by May 15<sup>th</sup>.</p>	None

# FY08 AES Assessment Results Report

## UTPA

### Admin - College of Education

**Division:** Division of Academic Affairs

**College:** College of Education

**Unit Head:** Salvador Hector Ochoa

**Unit Mission:** The mission of the College of Education at the University of Texas-Pan American is to continually improve the educational process in the College and the community through teaching, research, and service. The College values the rich cultural and linguistic history of the international border area and directs its program and course offerings toward the preparation of professionals for an increasingly diverse population of learners.

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Admin - College of Education - SLO's Systematic Methodology - Establish a systematic methodology for collecting, reporting, benchmarking and improving of key outcome measures associated with enhancing student learning outcomes</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 09/01/2008</p> <p><b>End Date:</b> 08/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b></p> <ol style="list-style-type: none"> <li>Analyze the results of AY 2007-2008 SLO assessment in each department/program</li> <li>Review, revise and improve the SLO Assessment Plans for majors in each department/program in the COE using results of AY 2007-2008 to improve student success.</li> <li>Set targets (criteria) that improve student success.</li> </ol>	<p><b>Assessment Method:</b> 1a. We will use statistical data provided by the Texas Education Agency that pertains to maintaining our accreditation with the state. We will use the final pass rates data provided by TEA for each program that has a SBEC certifications examination.</p> <p><b>Criterion for Success:</b> 100% of the program certification area that is available by TEA will attain an initial pass rate of 70% or an 80% final pass rate as measured by the TExES Certification exams in a given program area.</p>	<p>09/07/2008 - The state standard required to maintain accreditation for each program is to have an 80% Final Pass rate (15 months after graduation/being a program completer as defined by the state).</p> <p>Based on the data provided by the Texas Education Agency teh following programs Final Pass Rates for 2007 were:</p> <p>Graduate Programs: Principalship (95/111) = 86.4% Superintendent (4/5) = 80% School Counselor (38/38) = 100% Educational Diagnostician (16/16) = 100%</p> <p>Undergraduate Programs: Special Education (EC-12) 12/13 = 92.31% Physical Education (EC-12) 40/41 = 97.6% Generalist EC-4 54/55 = 98.2% Bilingual Generalist (EC-4) 219/230 = 95.22%</p> <p>Thus, all 8 of the programs areas met the 80% threshold set forth by the state. Thus, 100% of all programs having certification exams by the state education agency met the required state standard.</p> <p><b>Result Type:</b></p>	<p>09/12/2008 - We are in the process of hiring a TExES Assessment Coordinator to assists students with passing the state required certification exams. The coordinator we had recently resigned. The successes of the first coordinator this past year indicate that we need to continue implementing the same strategies.</p> <p>We are considering developing a TExES Assessment Center that will provide students materials to read and to computers with practice test to take in order to help them prepare for and pass their TExES exams.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
and/or assessment procedures, as appropriate, based on assessment results.		<p>Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	
<p>Admin - College of Education - Degree Programs - Systematic methodology - Establish a systematic methodology for collecting, reporting, benchmarking and improving continuance in degree programs in the College as measured by graduation, retention and persistence outcome rates.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 09/01/2008</p> <p><b>End Date:</b> 08/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. Develop a database to track graduation, retention and persistence data for majors in each department in the COE2. Set yearly graduation, retention and persistence targets for teacher education majors3. Set targets for the next year.4. Develop strategies for improvement in each measure.</p>	<p><b>Assessment Method:</b> 1a. The EDCI and H&amp;K Depts. will collect data for the AY 2008-2009.</p> <p>1b. At the end of the academic year, the H &amp; K Departments will collect data for AY 2008-2009</p> <p>1e. Using the results of the data, each department/program will initiate and plan for improvements for AY 2009-2010.</p> <p><b>Criterion for Success:</b> Increase of 2% in 4-year, 5-year and 6-year graduation rates for entering Freshmen COE majors and compared to previous benchmark years.</p> <p>Increase of 2% in retention rate for COE majors in H&amp;K and EDCI programs as compared to the previous year.</p> <p>Increase of 2% in persistence rate for majors in each program as compared to the previous year.</p>	<p>09/07/2008 - Graduation Rates for Undergraduate Programs.</p> <p><b>FOUR-YEAR GRADUATION RATES:</b> The four-year graduation rates for the COE for the fall 2002, 2003, and 2004 entering freshmen cohorts were: 12.7%, 12.5%, and 10.3%, respectively.</p> <p>By dept. area, the four-year graduation rates for the fall 2002 entering freshmen cohort for H&amp;K Dept. was 5.9% and for the Curriculum and Instruction Dept. was 21.4%.</p> <p>By dept. area , the four-year graduation rates for the 2003 entering freshment cohort was for H&amp;K Dept was 4.0% and for the Curriculum and Instruction Dept. was 16.8%.</p> <p>By dept. area , the four-year graduation rates for the 2004 entering freshment cohort was for H&amp;K Dept was 4.5% and for the Curriculum and Instruction Dept. was 5.9%.</p> <p><b>FIVE-YEAR GRADUATION RATES:</b> The five-year graduation rates for the COE for the fall 2002 and 2003 entering freshmen cohorts were 24.7% and 25.9%, respectively.</p> <p>By dept. area, the five-year graduation rates for the fall 2002 entering freshmen cohort for H&amp;K Dept. was 21.6% and for the Curriculum and Instruction Dept. was 31.6%.</p> <p>By dept. area , the five-year graduation rates for the 2003 entering freshment cohort was for H&amp;K</p>	<p>09/12/2008 - We started a Teacher Induction Orientation session to ensure that entering COE students understood program requirements and processes.</p> <p>The Dean met with the PGS from all six colleges at UTPA to explain teacher requirements so they could adequately address teacher education canddiates within the COE as well as those from other colleges who were enrolled in the middle school, high school or all level teacher education programs.</p> <p>The COE is exploring the option of having an orientation session with all freshmen students who have expressed an interest in becoming a teacher so that they can learn early on what they need to do be admitted to teacher education.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
		<p>Dept was 9.3% and for the Curriculum and Instruction Dept. was 38.3%.</p> <p>SIX-YEAR GRADUATION RATES:</p> <p>The six-year graduation rates for the COE for the fall 2002 freshmen cohort was 35.%</p> <p>By dept. area, the six-year graduation rates for the fall 2002 entering freshmen cohort for H&amp;K Dept. was 25.5% and for the Curriculum and Instruction Dept. was 43.6%.</p> <p>RETENTION RATES:</p> <p>The one-year retention rates for the fall 2006 entering Freshmen cohort (those returning in Fall 2007) for the College of Education was 66.2%</p> <p>In particular, the one-year retention rate at the University for the fall 2006 entering Freshmen cohort (those returning in fall 2007) for Health Education was 50.% and for the Interdisciplinary Studies was 73.9%</p> <p>The one-year retention rates for the fall 2007 entering Freshmen cohort (those returning in Fall 2008-based on unofficial first day information) for the College of Education was 73.4%</p> <p>In particular, the one-year retention rate at the University for the fall 2007 entering Freshmen cohort (those returning in fall 2008 - based on official first day counts) for Health Education was 80.%, for the Interdisciplinary Studies was 76.2%, and for Kinesiology was 69.8%.</p> <p><b>Result Type:</b> Inconclusive</p> <p><b>Next Step:</b></p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
Continue Current Strategy(s)			
<p>Admin - College of Education - Educational Programs - Systematic Methodology - Establish a systematic methodology for collecting, reporting, benchmarking and improving of key outcome measures associated with increasing access to our educational programs</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 09/01/2008</p> <p><b>End Date:</b> 08/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. Engage in on-campus and off-campus recruitment (at local school districts) activities.</p>	<p><b>Assessment Method:</b> 1a. COE data for the AY 08-09 academic year will be compared to data for AY 07-08.</p> <p><b>Criterion for Success:</b> Increase of 3% in undergraduate enrollment and/or SCH production and Increase of 2% in graduate enrollment and/or SCH production</p>	<p>09/05/2008 - Undergraduate enrollment: In fall 2006, we had an enrollment of 2,525, while in fall 2007, the COE had an enrollment of 2,399 which was a net loss of 126 students or a 5% decrease in undergraduate enrollment. In spring 2007, we had an enrollment of 2,319 while in spring 2008, we had an enrollment of 2,162. This was a net loss of 157 students or a -6.75% decrease.</p> <p>Graduate enrollment: in fall 2006, the COE had an enrollment of 1,042 students while in the fall 2007 we had 865 students resulting in a decrease of 177 students (-17.% decrease). In spring 2007, we had 1,013 graduate students while in spring 2008, 23 had 1,024 students resulting in an increase of 11 students (+1% increase).</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/12/2008 - We plan on recruiting at five to six on-campus events on this upcoming fall semester. Moreover, we will be recruiting as local school districts.</p>
<p>2) Involve full-time graduate students involvement in research/creative works.</p> <p>3) Have faculty engaged in professional teaching development activities.</p>	<p><b>Assessment Method:</b> 2a. Each faculty will be asked to report to the number of full-time graduate students who are engaged in research activities with them.</p> <p><b>Criterion for Success:</b> Of the full-time graduate students (taking 9 or more hours) along with the doctoral students, 10 will present or co-present at a conference or author or co-author a publication.</p>	<p>09/05/2008 - When criterion was initially set, there was confusion regarding what constituted "engaging in research activities." It was decided that we would not include those students enrolled in a research class as was initially plan. Instead, we look at those students engaged in actual research activities with faculty. We have identified 28 graduate students who were engaged in research activities.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Add New Strategy</p>	<p>09/12/2008 - We are implementing our new COE research assistantship plan that specifies funding sources and an equitable distribution of resources to fund graduate research assistantships by department. This will also help in asst. professors receiving assistance in their research</p>
	<p><b>Assessment Method:</b> 3a. Each faculty member will be asked to report the type of professional teaching</p>	<p>09/05/2008 - A total of 44 out of 65 (67.6%) faculty members engaged in professional teaching development activities. By dept. the results of</p>	<p>09/12/2008 - We will explore rewarding faculty via points on departmental merit plans for</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
	<p>development activities that they engaged in during the academic year.</p> <p><b>Criterion for Success:</b> 50% faculty engaged in professional teaching development activities</p>	<p>faculty engaged in professional teaching development activities were as follows: EDCI 16 out of 25 faculty members; EDUL 7 out of 13 faculty members; EPSY 13 out of 16 faculty members; H&amp;K 8 out of 11 faculty members</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>attending to these events. We will continue to use the same strategies in this area.</p>
<p>Admin - College of Education - Scholarly and Creative Works - Systematic Methodology - Establish a systematic methodology for the collection, reporting, benchmarking of improving the production and dissemination of scholarly and creative works (journal article publications, presentations, book chapters, and books).</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 09/01/2008</p> <p><b>End Date:</b> 08/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. Develop a database for the collection and reporting of:</p> <p>1) refereed/juried works in journals,</p> <p>2) number of state, multi-state, national, and international presentations by faculty and students, and</p> <p>3) number of books/book chapters</p>	<p><b>Assessment Method:</b> 1a. Each department will collect data (scholarly, creative work and presentations) for the current year. Comparisons will be made between the AY 07-08 and AY 08-09.</p> <p><b>Criterion for Success:</b> 40% of COE tenured or tenure track faculty will publish a refereed journal article or a book chapter or book.</p> <p>60% of COE tenured or tenure track faculty will present at a state, multi-state, national, or international conference</p> <p>50% of Assistant Professors will publish refereed/juried articles in journals and/or a chapter in a book</p> <p>50% of Associate Professors will publish refereed/juried articles in journals and/or a chapter in a book.</p> <p>35% of Full Professors will publish in refereed/juried articles in journals and/or a chapter in a book</p> <p>60% of Assistant Professors will present at a state, multi-state, national, or international conference</p>	<p>09/05/2008 - 63% (41 out of 65) tenured or tenure track faculty members published a refereed journal article, book chapter or book.</p> <p>77% (50 out of 65) tenured or tenure track faculty members presented a state, multi-state, national or international conference.</p> <p>64% (21 out of 33) assistant professors published a refereed article in a journal and/or had a chapter in a book published.</p> <p>67% (10 out of 15) associate professors published a refereed article in a journal and/or had a chapter in a book published.</p> <p>59% (10 out of 17) full professors published a refereed article in a journal and/or had a chapter in a book published.</p> <p>82% (27 out of 33) assistant professors presented at a state, multistate, national or international conference.</p> <p>67% (10 out of 15) associate professors presented a state, multistate, national or international conference.</p> <p>76% (13 out of 17) full professors presented a state, multistate, national or international conference.</p>	<p>09/12/2008 - We will continue using the same strategies because we have had positive results. We plan on displaying faculty scholarship in our building in order for our students, colleagues, and visitors are aware of our research activities, endeavors, and accomplishments.</p>

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<p>by faculty as well as</p> <p>4) the % of tenured/tenure track faculty contributing scholarly works by rank</p>	<p>50% of Associate Professors will present at a state, multi-state, national, or international conference</p> <p>35% of Assistant Professors will present at a state, multi-state, national or international conference</p>	<p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	
<p>Admin - College of Education - Acquisitions of External Funds - Systematic Methodology - Establish a systematic methodology for the collection, reporting, acquisition of external funds as measured by key outcomes measures</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 09/01/2008</p> <p><b>End Date:</b> 08/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. Develop a database for the collection and reporting of # of existing external grant projects currently funded in the COE</p>	<p><b>Assessment Method:</b> The Dean's office will collect data on the number of external grants that are funded. A comparison will be made between AY 07-08 and AY08-09.</p> <p><b>Criterion for Success:</b> COE will increase the number of funded grants by having 2 additional funded grants than the previous year.</p>	<p>09/05/2008 - The total number of funded grants last year was 5. This year the COE had 7 funded grants results in a net increase of 2 funded grants this year.</p> <p>The total amount of grant funds increase by 53% (\$517,683) from last year (\$979,265) to this year (\$1,496,948).</p> <p>We had one new grant submitted this year by Dr. Curts. This was a collaborative grant that was co-written between the COE and the COSE. Thus, we did not meet our goal to increase the number of new grant submissions by 20%.</p> <p><b>Result Type:</b> Inconclusive</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/12/2008 - The COE Dean will be working with Dr. LeMaster, Dean of COSE, to co-developed a reconceptualized CARE Center that helps with grant development and support.</p>
<p>Admin - College of Education - Non-credit offerings - Systematic Methodology - Establish a systematic methodology for the collection, reporting, benchmarking in order to increase credit and non-credit offerings as measured in the key outcome measures</p>	<p><b>Assessment Method:</b> The Dean's office will obtain data from the Center for On-line Learning, &amp; Technology to ascertain the number of alternatively scheduled classes.</p> <p>A comparison will be made between AY 07-</p>	<p>09/05/2008 - In fall 2007, 90 out of 350 (25%) COE classes, were taught on an alternative schedule. In particular, 6 courses were taught on-line, 1 was taught with reduced seating time, and 83 were web-augmented.</p> <p>In the spring 2008 semester, 102 out of 362 (28%)</p>	<p>09/12/2008 - The Dean will ask each department chair to invite Dr. LeMaster to speak at one of their departmental meetings to inform them of the services provided by the Center for On-Line Learning, Teaching and Technology. The</p>

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<p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 09/01/2008</p> <p><b>End Date:</b> 08/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> Use the database provided by The Center for Online Learning and Technology to track the number of alternatively scheduled academic offerings (weekend, online courses, WebCT, ELC, Hybrid, Reduced Seating Time).</p>	<p>08 and AY 08-09.</p> <p><b>Criterion for Success:</b> 25% of the classes offered will be alternatively scheduled.</p>	<p>of the COE course were taught on an alternative schedule. In particular, 5 courses were taught on-line, 3 were done via reduced seating time and another 94 were web-augmented.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>Dean will also ask each department chair to invite Dr. Jeanne Yanes to speak at one of their departmental meetings to inform them on the services provided by the COE ETRC.</p>
<p>Admin - College of Education - Qualified applicants - Systematic Methodology - Establish a systematic methodology for the collection, reporting and benchmarking to improve the pooled of qualified applicants</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 09/01/2008</p> <p><b>End Date:</b> 08/31/2009</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> Use the database provided by the Office of Teacher Certification and Admissions to track</p> <p>1) number of applicants to teacher preparation by program and/or discipline</p>	<p><b>Assessment Method:</b> The Dean's Office will obtain data from the Office of Teacher Certification and Admissions Services . Data from the AY 07-08 will be compared to AY 08-09.</p> <p><b>Criterion for Success:</b> Increase the number of applications to teacher preparation by 5%.</p> <p>Increase the number of students admitted into teacher preparation programs by 5%.</p> <p>Increase the number of teachers obtaining certification by 5%.</p>	<p>09/05/2008 - The number of applications to teacher preparation increased 4% from a total of 599 to 623.</p> <p>The number of students admitted to teacher preparation programs increased from 487 to 516 which represents a 6% increase.</p> <p>The total number of teacher certifications that were recommended in 2006-2007 (fall/spring) was 354 while in 2007-2008 (fall/spring) was 318 which represents a small decrease.</p> <p><b>Result Type:</b> Inconclusive</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/12/2008 - We will review our COE entrance requirements and examine how we can assist those students who were not admitted to the COE.</p>

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<p>2) number of students admitted into teacher preparation by discipline area</p> <p>3) number of teacher certifications awarded by discipline area</p>			
<p>Admin - College of Education - Optimize class offerings - Optimize offerings through careful planning as measured in the key outcome measures</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 09/01/2008</p> <p><b>End Date:</b> 08/31/2009</p>	<p><b>Assessment Method:</b> 1a. A report will be submitted to the Dean that specifies when each course in a given department will be offered on a semester basis (Fall, Spring &amp; Summer).</p> <p><b>Criterion for Success:</b> All Department Chairs will submit a two year course offering schedule by January 2009</p>	<p>09/05/2008 - A two year schedule was submitted by each dept. for the 2007-2008 and 2008-2009 year. However, it should noted that there will need to be significant modifications done to these schedules because of a new program being established in EDUL and new undergraduate teacher education programs</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/12/2008 - Each department will post their two-year course offering schedule on their department's website.</p> <hr/>
<p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. Develop a 2-year master schedule for each department (FY09 &amp; FY10)</p>	<p><b>Assessment Method:</b> The number and percentage of classes that were not funded due to size by college and department</p> <p><b>Criterion for Success:</b> Minimize the # of classes that are not funded due to size to less than 3%.</p>	<p>09/05/2008 - In the fall 2007, 12 of the 350 classes offered in the COE were small size classes. It should be noted that 5 of these 12 classes were taught on a gratis basis resulting in only 7 out of 350 classes (2%) were faculty members were paid to teach a small class.</p> <p>In the spring 08 semester, 13 out of 362 classes taught in the COE were small size. Nine of these 13 classes were taught on a gratis basis; thus, only 4 out of 362 (1.1%) were faculty members paid to teach a small class.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/12/2008 - We believe that posting the 2 year course offering schedule on each department's web will help to reduce small class sizes because students will be informed about when courses are offered. Thus, they will be better able to plan a course of study.</p> <hr/>
<p>Admin - College of Education - Recruit and retain faculty - Systematic Methodology - Establish a systematic methodology for the</p>	<p><b>Assessment Method:</b> 1a. Percentage of initials offers made by Feb. 15th by Dean.</p>	<p>09/05/2008 - All eight initials offers were made by Feb. 15, 2008 by the Dean.</p> <p><b>Result Type:</b></p>	<p>09/12/2008 - We will continue to use the same strategies and engage in the same activities because we</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>collection, reporting and benchmarking to recruit and retain quality faculty as measured in the key outcomes measures</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p>	<p><b>Criterion for Success:</b> 100% of all initial offers will be made by Feb. 15th.</p>	<p>Criterion Met <b>Next Step:</b> Continue Current Strategy(s)</p>	<p>were successful at meeting this outcome.</p>
<p><b>Start Date:</b> 09/01/2008 <b>End Date:</b> 08/31/2009 <b>Outcome Status:</b> Active/Ongoing</p>	<p><b>Assessment Method:</b> 2a. Percentage of positions filled by May 31, 2009. <b>Criterion for Success:</b> 100% of all advertised lines will be filled</p>	<p>09/05/2008 - Seven of the eight advertised lines were filled by May 31, 2008. <b>Result Type:</b> Criterion Met <b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/12/2008 - we will continue to use the same strategies and engage in the same activities because we were successful at meeting this outcome.</p>
<p><b>Strategies:</b> 1. Develop a database to track the recruitment and retention of faculty. 2. Dean will make initial offers to new faculty by Feb. 15th. 3. COE will successfully fill all advertised lines.</p>	<p><b>Assessment Method:</b> 3a. Percentage of faculty with less than 5 years at UTPA who have not resigned by May 15th. <b>Criterion for Success:</b> COE will retain 95% of the faculty who have been employed at UTPA for less than 5 years</p>	<p>09/05/2008 - In the last 5 years, 40 faculty members (tenured, tenure-track, and lecturers) have been hired. Of these 37 out of 40 (92.5%) faculty members have been retained. <b>Result Type:</b> Criterion Not Met <b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/12/2008 - The Dean will continue to meet individually with faculty members to ascertain their needs and address their concerns.</p>
<p>4. All faculty members employed less than 5 years at UTPA will be retained.</p>			