

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

**Department of Educational Psychology**

**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:** **Department of Educational Psychology**

**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:** Stephanie Brickman, Interim Chair

**Unit Mission:** The Department of Educational Psychology consists of programs which are designed to meet the educational needs of individuals from diverse socioeconomic, sociocultural, and linguistic backgrounds in the South Texas region, Southwestern United States, and the United States as a whole. Its faculty members are committed to providing the highest quality of instruction, student advisement, research, and educational services to the community.

**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 College (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)

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>Implement the methodology established by the College of Education for the collection, reporting, benchmarking and improving continuance in degree programs in the Department as measured by graduation, retention and persistence outcome rates.</p>	<p>Provide and input student data on graduation rate, retention and persistence for students in the Department of Educational Psychology</p> <p>Meet deadline for collecting, reporting and benchmarking as set forth by the College of Education.</p> <p>Write a report summarizing the analysis, synthesis and evaluation of data for comparison to national data.</p> <p>Evaluate 95% targets for graduation, retention and persistence.</p> <p>Develop strategies for improvement for each measure.</p>	<p>Graduation and retention rates for all Masters Programs will be set at 95%.</p> <p>Persistent rate will be interpreted as the number of hrs. Per-semester and years it takes for a student to complete their program.</p> <p>Persistent rate will be set at 90%.</p>	<p>Each Master level degree program will evaluate its graduation, retention persistence rates and set appropriate benchmarks to achieve a 95% graduation and retention rate for Academic Year 2007-2008.</p> <p>At the end of the academic year, each program will collect data for AY2007-2008.</p> <p>Each Program will provide data to the department, which will report the results of the analysis on the annual Assessment reports.</p> <p>Using the results of the data, each program will initiate and plan for improvements for AY 2008-2009.</p>	<p>None</p>

**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
Implement the systematic methodology for collecting, reporting, benchmarking and improving of key outcome measures associated with enhancing student learning outcomes.	<p>Analyze the results of AY 2007 -2008 SLO assessment in each program in the department.</p> <p>Review, revise and improve the SLO for each Master program using results of AY 2006-2007.</p> <p>Set targets that improve student success.</p>	<p>75% of the students in each program will attain pass rates on certification and/or licensure exams that meet or exceed benchmarks set by the program.</p> <p>If appropriate, each program will revise curriculum and/or assessment to improve student success.</p>	Fall and Spring graduating students will be assessed using multiple means of assessment designated by their respective program.	NONE

**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
<p>Implement a systematic methodology created by the COE for collecting, reporting, benchmarking and improving of key outcome measures associated with increasing access to our educational programs.</p>	<p>The department will:</p> <ol style="list-style-type: none"> <li>1) report program enrollment, 2) report faculty/student ratio that is recommended by accrediting agencies for the professional development of Masters' students in their respective field.</li> <li>2. students involvement in:               <ol style="list-style-type: none"> <li>a. research/creative works</li> <li>b. practicum/internship</li> </ol> </li> </ol> <p>Report the number of faculty in each program that are engaged in professional teaching development activities.</p>	<p>Maintain enrollment in the School Psychology Program to meet NASP faculty/student ratio standards.</p> <p>Decrease faculty/student ratio in the School Guidance and Counseling Program to meet CACREP standards.</p> <p>Maintain Department enrollment by developing one new Master Program in Educational Psychology and Technology.</p>	<p>Each program will collect data for previous year (s) and set benchmark for faculty/student ratio to meet national accreditation.</p> <p>Collect data on number of students transferring to new Masters Program.</p> <p>Each program will collect data to ascertain the number of graduate students engaged in research activities</p> <p>Each program will collect data to</p>	

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
	Set targets for each program	<p>Increase enrollment by 15% in specific Gifted and Talented courses by offering them as elective courses in relevant content related programs.</p> <p>Increase enrollment by 10% in the Masters in Special Education, and in the undergraduate Special Education Specialization.</p> <p>Maintain enrollment in the Education Diagnostician Program.</p>	<p>ascertain the number of faculty engaged in professional teaching development activities.</p> <p>Create a task force to develop and submit curriculum for new Program in Educational Psychology and Technology</p>	

**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
Implement the systematic methodology created by COE for the collecting, reporting, benchmarking of improving the production and dissemination of scholarly and creative works (journal article publications, presentations, book chapters, and books).	Collect the number 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 4) the % of tenured/tenure track faculty contributing scholarly works –by rank	50% of the Department tenured or tenure track faculty will present at a state, multi-state, national, or international conference  40% of the Department Assistant Professors will publish refereed/juried articles in journals and/or a chapter in a book  40% of Associate	Each Program in the Department will collect data (scholarly, creative work and presentations) for the previous years and will set benchmarks for AY 2007-2008	NONE

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>Professors will publish refereed/juried articles in journals and/or a chapter in a book</p> <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>		

**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
Implement the systematic methodology created by COE to collect and report the acquisition of external funds as measured by key outcomes measures	The Department of Educational Psychology will collect data and report: <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>	The Department's total # of new projects submitted for funding will increase by 5%.	Each program in the department will collect data (# and amount of funded and non-funded projects) for the previous years and will set benchmarks by program for AY 2007-2008.	None

**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
Implement the COE systematic methodology for the collection, reporting, benchmarking in order to increase credit and non-credit offerings as measured in the key outcome measures	Each Program in the department will collect data 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.	Increase by 30% the number of faculty in the department using WebCT, ELC, and Reduced Seating Time to offer alternative scheduling and/or to supplement course work that is effective for student learning outside of the classroom. An increase of 1% of the classes offered will be alternatively scheduled or supplemented by WebCT, ELC or Reduced Seating Time.	Each program will collect data (# of classes to be offered on alternatively schedules) for the previous years and will set benchmarks for AY 2007-2008.  Each program, if appropriate, will collect data on the # of students enrolled in non-degree programs.	None

**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
<p>Increase the number of faculty in 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.)</p>	<p>Each Program in the Department will provide data on:</p> <p>1) number of co-sponsored events,</p> <p>2) # of faculty memberships on mutual advisory councils, organizations or projects, and</p> <p>3) # of faculty engaged in discipline specific consulting (paid or un-paid).</p>	<p>The department faculty will participate in the COE engagement of 3 co-sponsored events with the community.</p> <p>5% of faculty members will serve on mutual advisory councils, organizations or projects.</p> <p>20% of faculty members will engage in discipline specific consulting (paid or un-paid).</p>	<p>Each Program will collect data on:</p> <p>a) the # faculty participating in COE co-sponsored events,</p> <p>b) the # of faculty members serving on mutual advisory councils, advisory councils or projects,</p> <p>c) the # of faculty members will engage in discipline specific consulting (paid or un-paid). and will set benchmarks for AY 2007-2008</p>	<p>None</p>

**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
Implement the COE systematic methodology for the collection, reporting and benchmarking to improve the pool of qualified applicants for Master Programs in the Department of Educational Psychology,	Develop a database to track 1) number of applicants by program and/or discipline 2) number of students admitted by Program area 3) number of certifications and/or licensures awarded by Program area -	Increase the number of applications across all Masters Programs by 5%. Maintain faculty/student ratio to meet National Standards to ensure success. Increase the number of students obtaining certification and/or Licensure by 5%.	Each program in the Department, if applicable, will collect data (#) for previous years and will set benchmarks for AY 2007-2008	None

**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>
The Department will optimize offerings through careful planning as measured in the key outcome measures	Develop a 2-year master schedule for each program in the Department (FY09 & FY10)  -	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

**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
The Department of Educational Psychology will utilize the COE systematic methodology for the collection, reporting and benchmarking to recruit and retain quality faculty as measured in the key outcomes measures	<p>The Department will provide data to track the recruitment and retention of faculty.</p> <p>Department Search committees will complete Search process and report to the Dean for timely initial offers to be made to new faculty within the guidelines set by the Provost of Academic Affairs</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>Department Search Committees will complete the Search Process to ensure that 100% of all initial offers will be made in a timely manner.</p> <p>Search Committees will review and interview in order that 100% of all advertised lines will be filled.</p> <p>The Department will retain 95% of the faculty who have been employed at UTPA for less than 5 years.</p>	<p>Percentage of initial offers made within guidelines set by the Provost of Academic Affairs.</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



# AES FY08 Assessment Results Report

## UTPA

### Dept - Educational Psychology

**Unit Mission:** The Department of Educational Psychology consists of programs which are designed to meet the educational needs of individuals from diverse socioeconomic, sociocultural, and linguistic backgrounds in the South Texas region, Southwestern United States, and the United States as a whole. Its faculty members are committed to providing the highest quality of instruction, student advisement, research, and educational services to the community.

**Unit Head:** Stephanie Brickman

**College:** College of Education

**Division:** Division of Academic Affairs

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Educational Psychology - Graduation, retention and persistence outcome rates for under graduate Special Education - We will implement the methodology established by the College of Education for the collection, reporting, benchmarking and improving continuance in under graduate degree programs in the Department 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> 06/01/2007</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. Provide and input student data on graduation rate, retention and persistence for undergraduat Speical Education students in the Department of Educational Psychology 2. Meet deadline for collecting, reporting and benchmarking as set forth by the College of Education. 3. Write a report summarizing the analysis,</p>	<p><b>Assessment Method:</b> Each Master level degree program will evaluate its graduation, retention persistence rates and set appropriate benchmarks to achieve a 95% graduation and retention rate for Academic Year 2007-2008.</p> <p>At the end of the academic year, each program will collect data for AY2007-2008.</p> <p>Each Program will provide data to the department, which will report the results of the analysis on the annual Assessment reports.</p> <p>Using the results of the data, each program will initiate and plan for improvements for AY 2008-2009.</p> <p><b>Criterion for Success:</b> Graduation and retention rates for all Masters Programs will be set at 95%.</p> <p>Persistent rate will be interpreted as the number of hrs. Per-semester and years it takes for a student to complete their program.</p> <p>Persistent rate will be set at 90%.</p>	<p>09/03/2008 - This outcome refers only to the under graduate degree programs. The Department of Educational Psychology has an area of specialization in undergraduate special education.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/08/2008 - Support for undergraduate special education as area of specialization under the Curriculum and Instruction Department.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>synthesis and evaluation of data for comparison to national data.</p> <p>4. Evaluate 95% targets for graduation, retention and persistence.</p> <p>5. Develop strategies for improvement for each measure.</p>		<p>09/03/2008 - This outcome refers only to the under graduate degree programs. The Department of Educational Psychology has an area of specialization in undergraduate special education.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/08/2008 - Support for undergraduate special education as area of specialization under the Curriculum and Instruction Department.</p>
	<p><b>Assessment Method:</b> 1b. At the end of the academic year, each program will collect data for AY2007-2008.</p> <p><b>Criterion for Success:</b> Meet deadline for collecting, reporting and benchmarking as set forth by the College of Education.</p>		
	<p><b>Assessment Method:</b> 1c. Each Program will provide data to the department, which will report the results of the analysis on the annual Assessment reports.</p> <p><b>Criterion for Success:</b> Write a report summarizing the analysis, synthesis and evaluation of data for comparison to national data.</p>		
	<p><b>Assessment Method:</b> 1d. Using the results of the data, each program will initiate and plan for improvements for AY 2008-2009.</p> <p><b>Criterion for Success:</b> Develop strategies for improvement for each measure.</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
	<p><b>Assessment Method:</b> The undergraduate Special Education program will evaluate its graduation, retention persistence rates and set appropriate benchmarks to achieve a 95% graduation and retention rate for Academic Year 2007-2008.</p> <p>At the end of the academic year, the undergraduate Special Education program will collect data for AY2008-2011.</p> <p>The undergraduate Special Education Program will provide data to the department, which will report the results of the analysis on the annual Assessment reports.</p> <p>Using the results of the data, each program will initiate and plan for improvements for AY 2009-2011.</p>		
	<p><b>Assessment Method:</b> The undergraduate Special Education program will evaluate its graduation, retention persistence rates and set appropriate benchmarks to achieve a 95% graduation and retention rate for Academic Year 2009-2011.</p> <p>At the end of the academic year, the undergraduate Special Education program will collect data for AY2009-2011.</p> <p>The Special Education Program will provide data to the department, which will report the results of the analysis on the annual Assessment reports.</p> <p>Using the results of the data, each program will initiate and plan for improvements for AY 2011-2012.</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
	<p><b>Criterion for Success:</b>            Graduation and retention rates for all Masters Programs will be set at 95%. Persistent rate will be interpreted as the number of hrs. Per-semester and years it takes for a student to complete their program. Persistent rate will be set at 90%.</p> <p>Meet deadline for collecting, reporting and benchmarking as set forth by the College of Education.</p> <p>Write a report summarizing the analysis, synthesis and evaluation of data for comparison to national data.</p> <p>Develop strategies for improvement for each measure.</p>		
<p>Dept - Educational Psychology - Increasing access to our educational programs. - We will implement a systematic methodology created by the COE for collecting, reporting, benchmarking and improving of key outcome measures associated with increasing access to our educational programs.</p>	<p><b>Assessment Method:</b>            2a. Each program will collect data to ascertain the number of graduate students engaged in research activities</p> <p><b>Criterion for Success:</b>            Students involvement in:            a. research/creative works            b. practicum/internship</p>	<p>10/10/2008 - There was one graduate student with one publication, and six students with presentations at a state conference.</p> <p><b>Result Type:</b>            Criterion Met</p> <p><b>Next Step:</b>            Continue Current Strategy(s)</p>	<p>10/10/2008 - There are 3 graduate research assistants and each should have presentation and/or publication submission.</p>
<p><b>Outcome Types:</b>            Administrative - Fiscal Year 2008            Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b>            06/01/2007</p> <p><b>Outcome Status:</b>            Active/Ongoing</p> <p><b>Strategies:</b>            The department will:            1) report program enrollment, 2) report</p>	<p><b>Assessment Method:</b>            3a. Each program will collect data to ascertain the number of faculty engaged in professional teaching development activities.</p> <p><b>Criterion for Success:</b>            Report the number of faculty in each program that are engaged in professional teaching development activities.</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>faculty/student ratio that is recommended by accrediting agencies for the professional development of Masters? students in their respective field.</p> <p>2. students involvement in: a. research/creative works b. practicum/internship</p>	<p><b>Assessment Method:</b> Each program will collect data for previous year (s) and set benchmark for faculty/student ratio to meet national accreditation.</p>	<p>10/08/2008 - Approximately 6 students transferred from other Master programs to the Graduate Special Education Program. <b>Result Type:</b> Criterion Met <b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/08/2008 - Continue to support student transitions to fulfill professional occupational goals.</p>
<p>Report the number of faculty in each program that are engaged in professional teaching development activities.</p> <p>Set targets for each program</p>	<p>Collect data on number of students transferring to new Masters Program.</p> <p>Each program will collect data to ascertain the number of graduate students engaged in research activities</p> <p>Each program will collect data to ascertain the number of faculty engaged in professional teaching development activities.</p> <p>Create a task force to develop and submit curriculum for new Program in Educational Psychology and Technology</p> <p><b>Criterion for Success:</b> Maintain enrollment in the School Psychology Program to meet NASP faculty/student ratio standards.</p> <p>Decrease faculty/student ratio in the School Guidance and Counseling Program to meet CACREP standards.</p> <p>Maintain Department enrollment by developing one new Master Program in Educational Psychology and Technology. Increase enrollment by 15% in specific Gifted and Talented courses by offering them as elective courses in relevant content related programs.</p>	<p>09/10/2008 - School Psychology program enrollment meets NASP faculty/student ratio standards. The School Guidance and Counseling Program faculty/student ratio for Practicum I and II are 1/12 with CACREP standards being 1/10. Lecture courses averaged 1/20. The new program (Educational Psychology and Technology) development has progressed by having 18 new credit hours approved and these courses being approved and offered as a minor. Courses in the Gifted and Talented program are being used as electives in the School Guidance and Counseling program. Approximately 15 students have enrolled in two G &amp; T courses as an elective. Recruitment efforts have included faculty from Gifted and Talented, School Guidance and Counseling, Special Education and Dianostician going to arranged presentations at area Elementary and Secondary Schools. <b>Result Type:</b> Criterion Met <b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/08/2008 - Continue to keep data current on number of students in each program to maintain, and/or reach faculty/student ratio. Prepare proposal for new program to begin review process for approval.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
	<p>Increase enrollment by 10% in the Masters in Special Education, and in the undergraduate Special Education Specialization.</p>	<p>10/08/2008 - Approximately 6 students transferred from other Master programs to the Graduate Special Education Program.  <b>Result Type:</b>            Criterion Met  <b>Next Step:</b>            Continue Current Strategy(s)</p>	<p>10/08/2008 - Continue to support student transitions to fulfill professional occupational goals.</p>
	<p>Maintain enrollment in the Education Diagnostician Program.</p>	<p>09/10/2008 - School Psychology program enrollment meets NASP faculty/student ratio standards.            The School Guidance and Counseling Program faculty/student ratio for Practicum I and II are 1/12 with CACREP standards being 1/10. Lecture courses averaged 1/20.            The new program (Educational Psychology and Technology) development has progressed by having 18 new credit hours approved and these courses being approved and offered as a minor. Courses in the Gifted and Talented program are being used as electives in the School Guidance and Counseling program. Approximately 15 students have enrolled in two G &amp; T courses as an elective.            Recruitment efforts have included faculty from Gifted and Talented, School Guidance and Counseling, Special Education and Diagnostician going to arranged presentations at area Elementary and Secondary Schools.  <b>Result Type:</b>            Criterion Met  <b>Next Step:</b>            Continue Current Strategy(s)</p>	<p>10/08/2008 - Continue to keep data current on number of students in each program to maintain, and/or reach faculty/student ratio. Prepare proposal for new program to begin review process for approval.</p>
	<p><b>Assessment Method:</b>            4a. Create a task force to develop and submit curriculum for new Program in Educational Psychology and Technology  <b>Criterion for Success:</b>            Set targets for each program</p>	<p>10/10/2008 - There are 18 ETRC credit hours approved. A proposal will be sent for approval by the Dean's Council AY 2008-2009  <b>Result Type:</b>            Criterion Met  <b>Next Step:</b>            Continue Current Strategy(s)</p>	<p>10/10/2008 - Continue to work on proposal and create 4 additional new courses</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Educational Psychology - SLOs - Systematic Methodology - We will implement the 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> 06/01/2007</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. Analyze the results of AY 2007 -2008 SLO assessment in each program in the department.  2. Review, revise and improve the SLO for each Master program using results of AY 2006-2007.  3. Set targets that improve student success.</p>	<p><b>Assessment Method:</b> Fall and Spring graduating students will be assessed using multiple means of assessment designated by their respective program.</p> <p><b>Criterion for Success:</b> 75% of the students in each program will attain pass rates on certification and/or licensure exams that meet or exceed benchmarks set by the program.</p> <p>If appropriate, each program will revise curriculum and/or assessment to improve student success.</p>	<p>09/10/2008 - 80% (N=35/44) of the graduating students passed the TExES certification exam in the Academic Year 2007-2008. School Psychology graduating students (N=3), 2 students passed the Praxis Exam. 100% of the students in the Educational Diagnostician Program passed the TExES Diagnostician certification exam.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/08/2008 - Encourage Guidance and Counseling students to take TExES certification exam during Practicum II to increase percentage prior to their graduation. Continue to support School Psychology students until they pass the Praxis Exam. Continue same strategy for Diagnostician Program students.</p>
<p>Dept - Educational Psychology - Scholarly and creative works - We will implement the systematic methodology created by COE for the collecting, 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</p>	<p><b>Assessment Method:</b> Each Program in the Department will collect data (scholarly, creative work and presentations) for the previous years and will set benchmarks for AY 2007-2008</p> <p><b>Criterion for Success:</b> 50% of the Department tenured or tenure track faculty will present at a state, multi-state, national, or international conference</p> <p>40% of the Department Assistant Professors will publish refereed/juried articles in journals and/or a chapter in a book</p>	<p>09/10/2008 - 81% of the Tenure/Tenure Track faculty (13/16) had refereed/juried articles published. 81% of the Tenure/Tenure Track faculty had national or international presentations (13/16). Each respective level of professorship reached or exceeded their respective percentages.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/08/2008 - Continue to support active scholarly activity at all levels.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> Collect the number 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  4) the % of tenured/tenure track faculty contributing scholarly works ?by rank</p>	<p>40% of Associate Professors will publish refereed/juried articles in journals and/or a chapter in a book</p> <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>	<p>09/10/2008 - 81% of the Tenure/Tenure Track faculty (13/16) had refereed/juried articles published. 81% of the Tenure/Tenure Track faculty had national or international presentations (13/16). Each respective level of professorship reached or exceeded their respective percentages.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/08/2008 - Continue to support active scholarly activity at all levels.</p>
<p>Dept - Educational Psychology - Acquisition of external funds - We will implement the systematic methodology created by COE to collect and report the acquisition of external funds as measured by key outcomes measures</p>	<p><b>Assessment Method:</b> Each program in the department will collect data (# and amount of funded and non-funded projects) for the previous years and will set benchmarks by program for AY 2007-2008.</p> <p><b>Criterion for Success:</b> The Department?s total # of new projects submitted for funding will increase by 5%.</p>	<p>09/10/2008 - One associate professor was a Co-PI on a campus wide grant totally 2.5 million dollars.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/08/2008 - Encourage faculty to seek training for grant writing.</p>
<p>Administrative - Fiscal Year 2008</p> <p>Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b></p>			

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>The Department of Educational Psychology will collect data and report:</p> <p>1) # of projects submitted for funding and % that are funded.</p> <p>2) # and amount of funded research/works by faculty and students.</p> <p>3) # of active intra and/or inter collaborative projects.</p> <p>4) students actively participating in funded and unfunded research projects.</p>			
<p>Dept - Educational Psychology - Credit and non-credit offerings - We will Implement the COE 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>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> Each Program in the department will collect data 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.</p>	<p><b>Assessment Method:</b> Each program will collect data (# of classes to be offered on alternatively schedules) for the previous years and will set benchmarks for AY 2007-2008.</p> <p>Each program, if appropriate, will collect data on the # of students enrolled in non-degree programs.</p> <p><b>Criterion for Success:</b> Increase by 30% the number of faculty in the department using WebCT, ELC, and Reduced Seating Time to offer alternative scheduling and/or to supplement course work that is effective for student learning outside of the classroom. An increase of 1% of the classes offered will be alternatively scheduled or supplemented by WebCT, ELC or Reduced Seating Time.</p>	<p>09/10/2008 - For AY 07- 08 the Department offered six (6) on-line courses, four (4) Reduced seating, and 10 courses were augmented with on-line activities.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/08/2008 - Encourage and continue to support use of on-line courses.</p>
<p>Dept - Educational Psychology - Co-</p>			

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>sponsored events with the community - We will increase the number of faculty in 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.)</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> Each Program in the Department will provide data on:</p> <p>1) number of co-sponsored events,</p> <p>2) # of faculty memberships on mutual advisory councils, organizations or projects, and</p> <p>3) # of faculty engaged in discipline specific consulting (paid or un-paid).</p>	<p><b>Assessment Method:</b> Each Program will collect data on: a) the # faculty participating in COE 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</p> <p><b>Criterion for Success:</b> The department faculty will participate in the COE engagement of 3 co-sponsored events with the community.</p> <p>5% of faculty members will serve on mutual advisory councils, organizations or projects.</p> <p>20% of faculty members will engage in discipline specific consulting (paid or un-paid).</p>	<p>09/10/2008 - Department faculty participated in Hestec.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/08/2008 - Encourage participation in community events.</p>
<p>Dept - Educational Psychology - Pool of qualified applicants - We will implement the COE systematic methodology for the collection, reporting and benchmarking to improve the pool of qualified applicants for Master Programs in the Department of Educational Psychology,</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p>	<p><b>Assessment Method:</b> Each program in the Department, if applicable, will collect data (#) for previous years and will set benchmarks for AY 2007-2008</p> <p><b>Criterion for Success:</b> Increase the number of applications across all Masters Programs by 5%.</p> <p>Maintain faculty/student ratio to meet National Standards to ensure success.</p>	<p>09/10/2008 - The Department of Educational Psychology participated in the Dean's initiative and attended recruitment to increase the number of student applications for all Master's Programs. Faculty/student ratio to meet standards are well within range of completion. Percentages of students passing certification and/or Licensure has met standards set by each program.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/08/2008 - Continue recruitment to public schools, and University recruitment events.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> Develop a database to track</p> <p>1) number of applicants by program and/or discipline</p> <p>2) number of students admitted by Program area</p> <p>3) number of certifications and/or licensures awarded by Program area</p>	<p>Increase the number of students obtaining certification and/or Licensure by 5%.</p>		
<p>Dept - Educational Psychology - Optimize offerings - We will 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> 06/01/2007</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. Develop a 2-year master schedule for each program in the Department (FY09 &amp; FY10)</p>	<p><b>Assessment Method:</b> 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.</p> <p>Percentage of classes that were not funded due to size by college and department.</p> <p><b>Criterion for Success:</b> Department chairs will submit a two year schedule by January 2008</p> <p>Minimize the # of classes that are not funded due to size.</p>		
<p>Dept - Educational Psychology - Recruit and retain faculty - We will utilize the COE systematic methodology for the collection, reporting and benchmarking to recruit and retain quality faculty as measured in the key outcomes measures</p>	<p><b>Assessment Method:</b> Percentage of initials offers made within guidelines set by the Provost of Academic Affairs.</p> <p>Percentage of positions filled by May 31, 2008.</p>	<p>09/10/2008 - Three (3) positions were advertized and three (3) initial offers were made in a timely manner. Two (2) positions were filled.</p> <p>85% of the faculty who have been employed in the Department less than 5 years have been retained.</p> <p><b>Result Type:</b></p>	<p>10/08/2008 - Continue to seek qualified applicants and explore initiatives to retain faculty.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p><b>Outcome Types:</b>  Administrative - Fiscal Year 2008  Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b>  06/01/2007</p> <p><b>Outcome Status:</b>  Active/Ongoing</p> <p><b>Strategies:</b>  1. The Department will provide data to track the recruitment and retention of faculty.  2. Department Search committees will complete Search process and report to the Dean for timely initial offers to be made to new faculty within the guidelines set by the Provost of Academic Affairs  3. COE will successfully fill all advertised lines.  4. All faculty members employed less than 5 years at UTPA will be retained.</p>	<p>Percentage of faculty with less than 5 years at UTPA who have not resigned by May 15th.</p> <p><b>Criterion for Success:</b>  Department Search Committees will complete the Search Process to ensure that 100% of all initial offers will be made in a timely manner.  Search Committees will review and interview in order that 100% of all advertised lines will be filled.</p> <p>The Department will retain 95% of the faculty who have been employed at UTPA for less than 5 years.</p>	<p>Criterion Not Met</p> <p><b>Next Step:</b>  Continue Current Strategy(s)</p>	
<p>Dept - Educational Psychology - The Undergraduate Special Education program will evaluate its graduation, retention persistence rates and set appropriate benchmarks to achieve a 95% graduation and retention rate for Academic Year 2007-2008. - The undergraduate Special Education program will evaluate its graduation, retention persistence rates and set appropriate benchmarks to achieve a 95% graduation and retention rate for Academic Year 2009-2011.</p> <p>At the end of the academic year, each program will collect data for AY2009-2011.</p> <p>The undergraduate Special Education</p>			

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>program will provide data to the department, which will report the results of the analysis on the annual Assessment reports.</p> <p>Using the results of the data, each program will initiate and plan for improvements for AY 2009-2011.</p> <p><b>Outcome Types:</b>  Administrative - Fiscal Year 2008  Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b>  12/01/2008</p> <p><b>Outcome Status:</b>  Active/Ongoing</p> <p><b>Strategies:</b>  Graduation and retention rates for the undergraduate Special Education Program will be set at 95%. Persistent rate will be interpreted as the number of hrs. Per-semester and years it takes for a student to complete their program. Persistent rate will be set at 90%.</p> <p>Meet deadline for collecting, reporting and benchmarking as set forth by the College of Education.</p> <p>Write a report summarizing the analysis, synthesis and evaluation of data for comparison to national data.</p> <p>Develop strategies for improvement for each measure.</p>			
<p>Dept - Educational Psychology - Implement the systematic methodology for collecting, reporting, benchmarking and improving of key outcome measures associated with enhancing student learning outcomes. - Fall and Spring graduating students will be</p>			

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>assessed using multiple means of assessment designated by their respective program.</p> <p><b>Outcome Types:</b>  Administrative - Fiscal Year 2008  Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b>  12/03/2008</p> <p><b>Outcome Status:</b>  Active/Ongoing</p>			