

Administrative and Educational Support Report*

Clinical Laboratory Sciences Program

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: **Clinical Laboratory Sciences Program**

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: Karen Chandler

Unit Mission: The Clinical Laboratory Science Program supports and facilitates the Mission of the University of Texas-Pan American by providing a quality educational experience, which prepares clinical laboratory scientists for leadership roles in a multicultural healthcare system. It is committed to providing an environment of academic freedom in which students learn from faculty who have expertise in the profession. Excellence in teaching is enhanced by faculty engaged in research and creative activity as well as professional service to the profession, the University and the local community.

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

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

College/AVP Objective: 1.A. The College of Health Sciences & Human Services (COHSHS) will assist the departments to establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures associated with continuance of students (graduation, retention, persistence) and will improve continuance of students in degree programs as measured by these outcomes.

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| Unit Objective | Measurable Outcomes and Criteria for Unit Objective | Strategy(ies) to Achieve Unit Objective | Evaluation Methods for Measurable Outcome | New Resources Needed in FY08 |
|---|--|--|---|--|
| <p>1.A. The Clinical Laboratory Sciences Program will establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures associated with continuance of students (graduation, retention, persistence) and will improve continuance of students in degree programs as measured by these outcomes.</p> | <p>The Clinical Laboratory Science Program will increase graduation, retention, and persistence rates for students enrolled in the program by 1% compared to 2006-2007</p> | <p>All students will be advised by a trained faculty advisor and/or the college advisement center.</p> <p>All admitted majors will have a degree plan in their student file.</p> <p>Provide training on advisement for faculty advisors.</p> | <p>The Coordinator will compare graduation, retention and persistence rates for 2007-2008 against the figures for 2006-2007 to determine the percentage increase. Data will be maintained in a database and submitted to the Dean's office by the announced deadline.</p> | <p>Clerical assistance and data from the Provost's office.</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's 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 enhancing student learning outcomes.

College/AVP Objective:

1.B. The College of Health Sciences and Human Services will assist the departments in establishing a systematic methodology for the collection, reporting, and benchmarking of the key outcome measures associated with enhancing student learning outcomes and will improve student learning as measured by these outcomes.

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| Unit Objective | Measurable Outcomes and Criteria for Unit Objective | Strategy(ies) to Achieve Unit Objective | Evaluation Methods for Measurable Outcome | New Resources Needed in FY08 |
|--|---|---|---|--|
| <p>1.B.The Clinical Laboratory Sciences Program will establish a systematic methodology for the collection, reporting, and benchmarking of the key outcome measures associated with enhancing student learning outcomes and will improve student learning as measured by these outcomes.</p> | <p>90% of the SLOs for the Undergraduate Program will be achieved.</p> <p>Eighty percent (80%) of the graduates taking a certification exam will pass on the first try by May 31, 2007.</p> | <p>Increase the use of instructional technology in courses.</p> <p>Maintain accreditation standards for all accredited programs.</p> <p>Begin work on the self study document</p> <p>Encourage faculty development to enhance teaching.</p> <p>Encourage Professional development for Preceptor/Field Experience Personnel.</p> <p>Provide state-of-the-art laboratory equipment.</p> | <p>The Coordinator will analyze SLO reports and licensure/certification data to determine if the criteria for each measurable outcome has been met.</p> | <p>Funding for new instructional technology.</p> <p>Funding for new laboratory equipment.</p> <p>Funding for accreditation fees.</p> <p>Release time for preparation of accreditation documents.</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.C. The Provost Office will work with the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and improving of the key outcome measures associated with increasing access to our educational programs

College/AVP Objective:

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

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| Unit Objective | Measurable Outcomes and Criteria for Unit Objective | Strategy(ies) to Achieve Unit Objective | Evaluation Methods for Measurable Outcome | New Resources Needed in FY08 |
|---|---|--|--|--|
| <p>1.C. The Clinical Laboratory Science Program will establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures associated with increasing access to our educational programs and will improve access as measured by these outcomes.</p> | <p>Increase access to the program as compared to 2006-2007 using the key outcome measures: a. undergraduate SCH enrollment figures b. students involved in research activities with faculty</p> | <p>Utilize the college recruitment committee to increase awareness of college programs.</p> <p>Promote program participation in new student/transfer orientations.</p> <p>Update recruitment materials.</p> <p>Explore opportunities for expansion especially in the lower Valley</p> <p>Expand opportunities for students engaged in research activities.</p> <p>Support Student Research Day by identifying courses where students could develop a research project</p> <p>Submit a proposal with Dietetics for a Master's in Health Science Program</p> | <p>The Coordinator will monitor key indicators for the program and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.</p> | <p>Increase funding for program recruitment.</p> <p>Increase funding for student engaged in research activities.</p> <p>Seek funding for TA for labs</p> |

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| Unit Objective | Measurable Outcomes and Criteria for Unit Objective | Strategy(ies) to Achieve Unit Objective | Evaluation Methods for Measurable Outcome | New Resources Needed in FY08 |
|----------------|---|---|---|------------------------------|
| | | <p>Ensure baseline data is available for all key indicators.</p> <p>Develop bridge with UTPA PA program</p> | | |

UTPA Goal:

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

Academic Affairs Objective:

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

College/AVP Objective:

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

| Unit Objective | Measurable Outcome for Unit Objective | Strategy(ies) to Achieve Unit Objective | Evaluation Methods for Measurable Outcome | New Resources Needed in FY08 |
|---|--|--|---|---|
| 2.A The Clinical Laboratory Science Program will establish systematic methodology for the collection, reporting and benchmarking of the key outcome measures for scholarly productivity | The Clinical Laboratory Science Program will increase the overall number of scholarly activities by TT/Tenured faculty as compared to the baseline year of 2006-2007 using the key outcome outcome indicators: | <p>Publicize scholarly productivity successes.</p> <p>Publicize availability of internal and external sources of funding.</p> <p>Advocate for release time for faculty who</p> | The Coordinator will monitor the key outcome indicators for the program and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase. | <p>Increased release time for faculty engaged in scholarly activity.</p> <p>Increase funding for research assistants.</p> |

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| Unit Objective | Measurable Outcome for Unit Objective | Strategy(ies) to Achieve Unit Objective | Evaluation Methods for Measurable Outcome | New Resources Needed in FY08 |
|---|---|---|---|------------------------------|
| and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes. | a. number of refereed/juried works in journals b. number of state, regional, national and international presentations. c. number of books. d. number of book chapters. | demonstrate high levels of scholarly activity. Facilitate full utilization of research assistants. Ensure that baseline data for benchmarking is available. | | |

UTPA Goal:

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

Academic Affairs Objective:

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

College/AVP Objective:

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

| Unit Objective | Measurable Outcomes and Criteria for Unit Objective | Strategy(ies) to Achieve Unit Objective | Evaluation Methods for Measurable Outcome | New Resources Needed in FY08 |
|--|--|--|---|------------------------------|
| 2.B.The Clinical Laboratory Sciences Program will establish systematic methodology for the collection, reporting and benchmarking and of | Improve the acquisition of external funds as measured by an overall increase in the key outcome indicators: a. number and amount of non-research projects submitted for funding | Publicize internal and external sources of funding Encourage PI's to write paid release time into their externally funded | The Coordinator will monitor key indicators and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures. | |

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| Unit Objective | Measurable Outcomes and Criteria for Unit Objective | Strategy(ies) to Achieve Unit Objective | Evaluation Methods for Measurable Outcome | New Resources Needed in FY08 |
|--|---|--|---|------------------------------|
| key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes. | b. number and amount of funded research by faculty c. number of collaborative projects d. amount of revenue generated through entrepreneurial activities e. amount of indirect funding generated | projects. Obtain continued funding for Regional Biotech | | |

UTPA Goal:

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

Academic Affairs Objective:

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

College/AVP Objective:

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

| Unit Objective | Measurable Outcomes and Criteria for Unit Objective | Strategy(ies) to Achieve Unit Objective | Evaluation Methods for Measurable Outcome | New Resources Needed in FY08 |
|----------------|---|---|---|------------------------------|
| Not applicable | Not applicable | | | |

UTPA Goal:

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

**Academic
Affairs
Objective:**

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

**College/AVP
Objective:**

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

| Unit Objective | Measurable Outcome for Unit Objective | Strategy(ies) to Achieve Unit Objective | Evaluation Methods for Measurable Outcome | New Resources Needed in FY08 |
|---|---|--|--|------------------------------|
| <p>3.B. The Clinical Laboratory Sciences Program will establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures that measure University participation in professional and community activities and will increase University participation in professional and community activities as measured by these outcomes.</p> | <p>Increase the overall number of activities that demonstrate participation in professional and community activities by 5% as compared to the baseline year of 2006-2007.</p> <ul style="list-style-type: none"> a. number of programs with service learning activities b. number of external co-sponsored events c. number of community-based activities d. number of external proposals to secure funding in collaboration with community groups e. number of memberships on advisory boards f. number of faculty engaged in discipline | <p>Publicize outstanding service and major appointments.</p> <p>Publicize events and activities.</p> <p>Reward community and professional activities in program merit process.</p> | <p>The Coordinator will monitor key indicators and will compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p> | |

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| Unit Objective | Measurable Outcome for Unit Objective | Strategy(ies) to Achieve Unit Objective | Evaluation Methods for Measurable Outcome | New Resources Needed in FY08 |
|----------------|--|---|---|------------------------------|
| | specific consulting g. number of faculty holding office in professional organizations h. number of faculty serving on committees in professional organizations i. number of clinical affiliation agreements j. service on editorial review boards k. service related to external accreditation activities (e.g., site reviewer, paper reviewer) | | | |

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

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

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

| Unit Objective | Measurable Outcomes and Criteria for Unit Objective | Strategy(ies) to Achieve Unit Objective | Evaluation Methods for Measurable Outcome | New Resources Needed in FY08 |
|---|--|--|--|------------------------------|
| <p>4.A. The Clinical Laboratory Sciences Program will assist in establishing a systematic methodology for collecting, reporting and benchmarking, of the key outcome measures related to improving the pool of qualified applicants as measured in the key outcome measures and will improve the pool of qualified applicants as measured by these outcomes</p> | <p>a. Sponsor at least one health and human service-related summer camp b. Provide biotechnology enrichment activities to 1,000 students through the mobile lab. c. Participate in 4 recruitment activities at the local high schools.</p> | <p>Promote involvement in summer enrichment health and human service summer camps. Obtain external funding to continue Regional Biotech Program. Reward participation in recruitment activities in the merit process</p> | <p>The Coordinator will obtain verification of activity for each of the measurable outcomes for this objective and verify that all criteria have been met.</p> | |

UTPA Goal:

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

Academic Affairs Objective:

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

College/AVP Objective:

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

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| Unit Objective | Measurable Outcome for Unit Objective | Strategy(ies) to Achieve Unit Objective | Evaluation Methods for Measurable Outcome | New Resources Needed in FY08 |
|---|--|--|---|--|
| <p>5.A.The Clinical Laboratory Sciences Program will assist in establishing a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured in these outcomes.</p> | <p>Increase the number of indicator activities as compared to the baseline data for 2006-2007</p> <ul style="list-style-type: none"> a. number of active international partnerships that yield instructional, research or service benefits to the institution and its faculty b. number of students who study abroad for either credit or non-credit. c. number of faculty with international experiences through Fulbright or similar faculty experiences d. number of visiting international scholars e. number of international presentations f. number of courses/ special programs addressing cultural diversity issues in the curriculum | <p>Assist faculty in acquiring necessary funding for international presentations.</p> <p>Identify appropriate courses which should address cultural diversity</p> <p>Continue to work on a partnership with sister program in Monterrey</p> <p>Collect baseline data</p> | <p>The Coordinator will monitor key indicators and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p> | <p>Funding to allow faculty participation in international activities.</p> |

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UTPA Goal:

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

**Academic
Affairs
Objective:**

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

**College/AVP
Objective:**

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

| Unit Objective | Measurable Outcome for Unit Objective | Strategy(ies) to Achieve Unit Objective | Evaluation Methods for Measurable Outcome | New Resources Needed in FY08 |
|---|--|--|--|------------------------------|
| 6.A. The Clinical Laboratory Science Program will establish a systematic methodology for collecting, reporting, and benchmarking of key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes. | The difference between scheduled seats and filled seats will be less than 20% for the majority of classes offered during AY 2007-2008. | Review previous enrollments when developing course schedules Publicize a two-year schedule of course offerings by January 2008. | The Coordinator will review 12 th day class rolls to determine the difference between scheduled seats and filled seats during the fall and spring semester. This report will be submitted to the Dean's office by the established deadline. | None needed. |

UTPA Goal:

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

**Academic
Affairs
Objective:**

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

**College/AVP
Objective:**

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

| Unit Objective | Measurable Outcome for Unit Objective | Strategy(ies) to Achieve Unit Objective | Evaluation Methods for Measurable Outcome | New Resources Needed in FY08 |
|--|--|--|---|--|
| 6.B. The Clinical Lab Science Program will establish a systematic methodology for the collection, reporting, and benchmarking of key outcome measures related to recruiting quality faculty and will increase the recruiting of qualified faculty as measured by these outcomes. | <p>Make the initial offer to a new faculty member for the one vacant faculty position by February 15, 2008.</p> <p>Fill the vacant lecturer faculty position for AY 2008-2009.</p> | <p>Have Recruitment Plan approved by the Dean's office no later than September 15, 2008.</p> <p>Identify alternative venues to post advertisements</p> | <p>The Coordinator will review the the data for the measurable outcomes for this objective and determine if all criteria have been met.</p> | <p>Continuation of recruitment budget from the Provost's office.</p> |

AES FY08 Assessment Results Report

UTPA

Dept - Clinical Lab. Science Program

Unit Mission: The Clinical Laboratory Science Program supports and facilitates the Mission of the University of Texas-Pan American by providing a quality educational experience, which prepares clinical laboratory scientists for leadership roles in a multicultural healthcare system. It is committed to providing an environment of academic freedom in which students learn from faculty who have expertise in the profession. Excellence in teaching is enhanced by faculty engaged in research and creative activity as well as professional service to the profession, the University and the local community.

Unit Head: Karen Chandler

College: College of Health Sciences and Human Services

Division: Division of Academic Affairs

| Intended Outcomes | Means of Assessment & Criteria for Success / Tasks | AES Assessment Results | Use of Result & Follow-Up |
|---|---|--|--|
| Dept - Clinical Lab. Science Program - Degree Programs - Systematic Methodology - 1A. The Clinical Laboratory Sciences Program will establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures associated with continuance of students (graduation, retention, persistence) and will improve continuance of students in degree programs as measured by these outcomes. | <p>Assessment Method: The Coordinator will compare graduation and retention rates against the baseline figures for 2007-2008 to determine if there was an increase.</p> <p>Criterion for Success: The Clinical Laboratory Science Program will increase graduation and retention rates for students enrolled in the program as compared to 2007-2008.</p> | 08/26/2008 - a. The graduation rate decreased by 12% as compared to 2006-2007 b. The retention rate remained the same as compared to 2006-2007 c. No information is included on persistence due to unclear definitions. Result Type: Criterion Not Met Next Step: Add New Strategy | 08/26/2008 - Faculty reviewed data. Changed policy for progression in program. |
| <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. All students will be advised by a trained faculty advisor and/or the college advisement center. 2. All admitted majors will have a degree plan in their student file. 3. Provide training on advisement for faculty advisors.</p> | | | |

| Intended Outcomes | Means of Assessment & Criteria for Success / Tasks | AES Assessment Results | Use of Result & Follow-Up |
|--|--|---|---|
| <p>4. Develop articulation agreements with South Texas College</p> <p>5. Facilitate communication with PGC's on new degree plans</p> | | | |
| <p>Dept - Clinical Lab. Science Program - SLOs - Systematic Methodology - 1.B.The Clinical Laboratory Sciences Program will establish a systematic methodology for the collection, reporting, and benchmarking of the key outcome measures associated with enhancing student learning outcomes and will improve student learning as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: Increase the use of instructional technology in courses.</p> <p>Maintain accreditation standards for the CLS Program.</p> <p>Complete work on the self study document.</p> <p>Successfully complete the site visit and reaccreditation process for the CLS Program.</p> <p>Encourage faculty development to enhance teaching.</p> <p>Encourage professional development for Clinical Faculty</p> | <p>Assessment Method: 1b. The Coordinator will analyze SLO reports and licensure/certification data to determine if the criteria for each measurable outcome has been met.</p> <p>Criterion for Success: 90% of the SLOs for the Clinical Laboratory Science Program will be achieved.</p> <p>Eighty percent (80%) of the graduates taking a certification exam will pass on the first try .</p> | <p>08/26/2008 - 16 out of 16 or 100% of the SLO's were met for the program. 100% of the graduates taking a certification exam pass on the first try by May 31, 2008.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p> | <p>08/26/2008 - Faculty reviewed results during May meeting. New degree plan approved by Coordinating Board. Added statistics class to degree plan.</p> |

| Intended Outcomes | Means of Assessment & Criteria for Success / Tasks | AES Assessment Results | Use of Result & Follow-Up |
|--|---|---|--|
| <p>Provide state-of-the-art laboratory equipment.</p> <p>Review results from student learning outcomes reports each semester and make any necessary changes to the curriculum.</p> | | | |
| <p>Dept - Clinical Lab. Science Program - Access - Systematic Methodology - 1.C. The Clinical Laboratory Science Program will establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures associated with increasing access to our educational programs and will improve access as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <ol style="list-style-type: none"> Utilize the college recruitment committee to increase awareness of the CLS Program. Promote program participation in new student orientation. Update recruitment and website materials. Explore opportunities for expansion especially in the lower Valley | <p>Assessment Method: 1a. The Coordinator will monitor key indicators for the program and compare figures against the baseline year of 2007-2008 to determine if there has been an overall increase in the key outcome measures.</p> <p>Criterion for Success: Increase access to the program and CLS courses as compared to 2007-2008 using the key outcome measures:</p> <ol style="list-style-type: none"> undergraduate and graduate SCH enrollment figures students involved in research activities with faculty students involved in the Honor's program | <p>08/26/2008 - a. The undergraduate semester credit hours increased by 7% or 65 semester credit hours as compared to 2006-2007.</p> <p>b. The number of students involved in research activities with faculty remained the same as compared to 2006-2007.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Add New Strategy</p> | <p>08/26/2008 - Faculty reviewed data and opened additional seats to accommodate demand.</p> <p>Coordinator encouraged use of students in faculty research activities.</p> |

| Intended Outcomes | Means of Assessment & Criteria for Success / Tasks | AES Assessment Results | Use of Result & Follow-Up |
|--|---|--|---|
| <p>5. Expand opportunities for students engaged in research activities.</p> <p>6. Support Student Research Day by identifying courses where students could develop a research project</p> <p>7. Continue advocating for a Master's in Health Science Program</p> <p>8. Ensure baseline data is available for all key indicators.</p> <p>9. Develop bridge with UTPA PA program</p> | | | |
| <p>Dept - Clinical Lab. Science Program - Scholarly Productivity - Systematic Methodology - 2.A The Clinical Laboratory Science Program will establish systematic methodology for the collection, reporting and benchmarking of the key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Publicize scholarly productivity successes. 2. Publicize availability of internal and</p> | <p>Assessment Method: 1a. The Coordinator will monitor the key outcome indicators for the program and compare figures against the baseline year of 2007-2008 to determine if there has been an overall increase.</p> <p>Criterion for Success: The Clinical Laboratory Science Program will increase the overall number of scholarly activities by TT/Tenured faculty as compared to the baseline year of 2007-2008 using the key outcome indicators: a.1 number of refereed/juried works in journals a.2 number of books a.3 number of book chapters a.4 number of state, regional, national and international presentations. a.5 percentage of tenured/tenure track faculty contributing works.</p> | <p>08/26/2008 - a. The number of refereed articles remained the same in 2007-2008 as compared to 2006-2007. b. The number of presentations increased by 6 as compared to 2006-2007. c. The number of books remained the same. d. The number of book chapters decreased by one as compared to 2006-2007. Overall there was an increase of 5 key indicators as compared to 2006-2007.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p> | <p>09/02/2008 - Reviewed data and increased merit criteria.</p> |

| Intended Outcomes | Means of Assessment & Criteria for Success / Tasks | AES Assessment Results | Use of Result & Follow-Up |
|--|--|---|--|
| <p>external sources of funding.</p> <p>3. Advocate for release time for faculty who demonstrate high levels of scholarly activity.</p> <p>4. Facilitate full utilization of research assistants.</p> <p>5. Ensure that baseline data for benchmarking is available.</p> | | | |
| <p>Dept - Clinical Lab. Science Program - Acquisition of External Funds - Systematic Methodology - 2.B.The Clinical Laboratory Sciences Program will establish systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <p>1. Publicize internal and external sources of funding</p> <p>2. Encourage PIs to write paid release time into their externally funded projects.</p> <p>3. Explore opportunities for generating</p> | <p>Assessment Method: 1a. The Coordinator will monitor key indicators and compare figures to the baseline year of 2007-2008 to determine if there has been an overall increase in the key outcome measures.</p> <p>Criterion for Success: Improve the acquisition of external funds as measured by an overall increase in the key outcome indicators: a. number and amount of non-research projects submitted for funding b. number and amount of funded research by faculty c. amount of revenue generated through entrepreneurial activities d. amount of indirect funding generated</p> | <p>08/26/2008 - a. The number of non research projects remained the same, however the overall funding from these projects decreased by \$523,685. b. The number of funded research projects by faculty decreased in 2007-2008 by 1 and the amount decreased by \$259,381 as compared to 2006-2007. c. The number and amount of collaborative proposals stayed the same. d. The number of other type projects increased by 1 and the revenue etc generated through entrepreneurial activities increased by \$70,000 as compared to 2006-2007. e. The amount of indirect funds increased by \$8000 as compared to the previous year. Overall the number of key outcome measures remained the same but the funding generated decreased.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Add New Strategy</p> | <p>09/02/2008 - Reviewed data and met with Dean to develop strategy to increase funding for Regional Biotech</p> |

| Intended Outcomes | Means of Assessment & Criteria for Success / Tasks | AES Assessment Results | | Use of Result & Follow-Up | | | | | | | | | | | | | | | |
|--|---|--|--|---------------------------|-----------|-----------|----|---|---|----|---|---|----|---|---|----|---|---|---|
| <p>revenue.</p> <p>4. Encourage PI?s to write paid release time into their externally funded projects.</p> <p>5. Obtain continued funding for Regional Biotech</p> | <p>Assessment Method: The Coordinator will monitor key indicators for each of the departments and compare figures against the baseline year of 2007-2008 to determine if there has been an overall increase in the key outcome measures.</p> <p>Criterion for Success: Increase the number of credit and non-credit offerings using the following indicators as compared to the previous year:</p> <ul style="list-style-type: none"> a. fully online courses b. reduced seat classes c. continuing education offerings offered online d. weekend classes | | | | | | | | | | | | | | | | | | |
| <p>Dept - Clinical Lab. Science Program - Credit and Non-Credit Course Offerings-Systematic Methodology - 3.A. The Clinical Laboratory Science Program will establish a systematic methodology for collecting, reporting and benchmarking of key outcome measures for credit and non-credit course offerings and increase credit and non-credit course offerings as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: Encourage faculty to develop fully online courses where appropriate.</p> <p>Explore the possibility of providing continuing education programs</p> | <p>Assessment Method: The Coordinator will monitor key indicators and will compare figures against the baseline year of 2007-2008 to determine if there has been an overall increase in the key outcome measures</p> | <p>08/28/2008 -</p> <table border="1"> <thead> <tr> <th></th> <th>2006-2007</th> <th>2007-2008</th> </tr> </thead> <tbody> <tr> <td>a.</td> <td>0</td> <td>0</td> </tr> <tr> <td>b.</td> <td>1</td> <td>1</td> </tr> <tr> <td>c.</td> <td>0</td> <td>0</td> </tr> <tr> <td>d.</td> <td>1</td> <td>0</td> </tr> </tbody> </table> | | | 2006-2007 | 2007-2008 | a. | 0 | 0 | b. | 1 | 1 | c. | 0 | 0 | d. | 1 | 0 | <p>09/02/2008 - Reviewed data. Modified annual evaluation/merit criteria. Decided that affiliation agreements should not be monitored at program level.</p> |
| | 2006-2007 | 2007-2008 | | | | | | | | | | | | | | | | | |
| a. | 0 | 0 | | | | | | | | | | | | | | | | | |
| b. | 1 | 1 | | | | | | | | | | | | | | | | | |
| c. | 0 | 0 | | | | | | | | | | | | | | | | | |
| d. | 1 | 0 | | | | | | | | | | | | | | | | | |
| <p>Dept - Clinical Lab. Science Program - Professional and Community Participation - Systematic Methodology - 3.B. The Clinical Laboratory Sciences Program will establish a systematic methodology for collecting, reporting and benchmarking of the key</p> | <p>Assessment Method: The Coordinator will monitor key indicators and will compare figures against the baseline year of 2007-2008 to determine if there has been an overall increase in the key outcome measures</p> | <p>08/28/2008 -</p> <table border="1"> <thead> <tr> <th></th> <th>2006-2007</th> <th>2007-2008</th> </tr> </thead> <tbody> <tr> <td>a.</td> <td>0</td> <td>0</td> </tr> <tr> <td>b.</td> <td>1</td> <td>1</td> </tr> <tr> <td>c.</td> <td>0</td> <td>0</td> </tr> <tr> <td>d.</td> <td>1</td> <td>0</td> </tr> </tbody> </table> | | | 2006-2007 | 2007-2008 | a. | 0 | 0 | b. | 1 | 1 | c. | 0 | 0 | d. | 1 | 0 | <p>09/02/2008 - Reviewed data. Modified annual evaluation/merit criteria. Decided that affiliation agreements should not be monitored at program level.</p> |
| | 2006-2007 | 2007-2008 | | | | | | | | | | | | | | | | | |
| a. | 0 | 0 | | | | | | | | | | | | | | | | | |
| b. | 1 | 1 | | | | | | | | | | | | | | | | | |
| c. | 0 | 0 | | | | | | | | | | | | | | | | | |
| d. | 1 | 0 | | | | | | | | | | | | | | | | | |

| Intended Outcomes | Means of Assessment & Criteria for Success / Tasks | AES Assessment Results | Use of Result & Follow-Up | | | | | | | | | | | | | | | | | | | | | |
|--|---|---|--|---|---|----|---|---|----|---|---|----|---|---|----|-----|---|----|---|---|----|---|---|--|
| <p>outcome measures that measure University participation in professional and community activities and will increase University participation in professional and community activities as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Publicize outstanding service and major appointments. 2. Publicize events and activities. 3. Reward community and professional activities in program merit process.</p> | <p>Criterion for Success: Increase the overall number of activities that demonstrate participation in professional and community activities as compared to the baseline year of 2007-2008.</p> <p>a. number of external co-sponsored events b. number of community-based activities c. number of external proposals to secure funding in collaboration with community groups d. number of memberships on advisory boards e. number of faculty engaged in discipline specific consulting f. number of faculty holding office in professional organizations g. number of faculty serving on committees in professional organizations h. service on editorial review boards i. service related to external accreditation activities (e.g., site reviewer, paper reviewer)</p> | <table border="0"> <tr><td>e.</td><td>0</td><td>0</td></tr> <tr><td>f.</td><td>0</td><td>0</td></tr> <tr><td>g.</td><td>3</td><td>3</td></tr> <tr><td>h.</td><td>3</td><td>3</td></tr> <tr><td>i.</td><td>537</td><td>566 (affiliation agreements are college wide)</td></tr> <tr><td>J.</td><td>0</td><td>0</td></tr> <tr><td>k.</td><td>0</td><td>2</td></tr> </table> <p>Total indicators for 2006-2007 excluding affiliation agreements was 8 Total indicators for 2007-2008 excluding affiliation agreements was 9</p> <p>Increase in the number of overall indicators excluding the affiliation agreements was 12.5%. Number of affiliation agreements also increased by 5%.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Wages: REsources needed to help collect data</p> | e. | 0 | 0 | f. | 0 | 0 | g. | 3 | 3 | h. | 3 | 3 | i. | 537 | 566 (affiliation agreements are college wide) | J. | 0 | 0 | k. | 0 | 2 | |
| e. | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
| f. | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
| g. | 3 | 3 | | | | | | | | | | | | | | | | | | | | | | |
| h. | 3 | 3 | | | | | | | | | | | | | | | | | | | | | | |
| i. | 537 | 566 (affiliation agreements are college wide) | | | | | | | | | | | | | | | | | | | | | | |
| J. | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
| k. | 0 | 2 | | | | | | | | | | | | | | | | | | | | | | |
| <p>Dept - Clinical Lab. Science Program - Qualified Applicants - Systematic Methodology - 4.A. The Clinical Laboratory Sciences Program will assist in establishing a systematic methodology for collecting, reporting and benchmarking, of the key outcome measures related to improving the pool of qualified applicants as measured in the key outcome measures and will improve the pool of qualified applicants as measured by these outcomes</p> <p>Outcome Types: Administrative - Fiscal Year 2008</p> | <p>Assessment Method: The Coordinator will obtain verification of activity for each of the measurable outcomes for this objective and verify that criteria have been met.</p> <p>Criterion for Success: a. Sponsor at least one evening, weekend or summer enrichment camp b Participate in at least one recruitment activity at the local high schools through the college recruitment committee. c. obtain additional funding for the Regional Biotech Mobile Lab</p> | <p>08/26/2008 - a. The clinical laboratory science program sponsored one summer camp and and 3 weekend camps in clinical laboratory science. b. The clinical laboratory science program through the Regional Biotech Project provided biotechnology enrichment activities to 2,914 students through the mobile lab. c. The clinical laboratory science program participated in the college recruitment committee which attended 14 events at various highschools.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Add New Strategy</p> | <p>08/28/2008 - The Program reviewed its activities related to recruitment and decided to continue to try to sponsor weekend camps if funding is available next year. Committee formed to work towards additional funding for Regional Biotech</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>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <ol style="list-style-type: none"> 1. Sponsor at least one summer, evening or weekend enrichment camps for high school or middle school students 2. Obtain additional external funding to continue Regional Biotech Program. | | <p>Resources Needed - Classified Funding for secretarial and support staff for regional biotech</p> <p>Resources Needed - Maintenance & Operation: Funding for supplies for Regional Biotech</p> <p>Resources Needed - Salaries: Additional personnel for Regional Biotech Project</p> <p>Resources Needed - Travel: Funding for recruitment events.</p> <p>Resources Needed - Wages: funding for direct wage support for Regional Biotech</p> | | | | | | | | | | | | | | | | | | | | | | |
| <ol style="list-style-type: none"> 3. Reward participation in recruitment activities in the merit process | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>Dept - Clinical Lab. Science Program - Access to Inter-American and Global Perspectives - Systematic Methodology - 5.A.The Clinical Laboratory Sciences Program will assist in establishing a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured in these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p> <p>Outcome Status: Active/Ongoing</p> | <p>Assessment Method:</p> <p>1a. The Coordinator will monitor key indicators and compare figures against the figures from the previous year to determine if there has been an overall increase in the key outcome measures</p> <p>Criterion for Success: Increase the number of indicator activities as compared to the figures from the previous year.</p> <ol style="list-style-type: none"> a. number of active international partnerships that yield instructional, research or service benefits to the institution and its faculty b. number of students who study abroad for either credit or non-credit. c. number of faculty with international experiences through Fulbright or similar faculty experiences d. number of visiting international scholars e. number of international presentations | <p>08/28/2008 -</p> <table border="1"> <thead> <tr> <th></th> <th>2006-2007</th> <th>2007-2008</th> </tr> </thead> <tbody> <tr> <td>a.</td> <td>0</td> <td>0</td> </tr> <tr> <td>b.</td> <td>0</td> <td>0</td> </tr> <tr> <td>c.</td> <td>0</td> <td>0</td> </tr> <tr> <td>d.</td> <td>0</td> <td>0</td> </tr> <tr> <td>e.</td> <td>0</td> <td>0</td> </tr> <tr> <td>f.</td> <td>1</td> <td>1</td> </tr> </tbody> </table> <p>Total overall indicators for 2006-2007 was 1. Total indicators for 2007-2008 was 1. No increase was seen</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Travel: additional funding for international travel for presentations</p> | | 2006-2007 | 2007-2008 | a. | 0 | 0 | b. | 0 | 0 | c. | 0 | 0 | d. | 0 | 0 | e. | 0 | 0 | f. | 1 | 1 | <p>09/02/2008 - Reviewed results and decided to try to explore possibilities for international partnership with program in Monterrey.</p> |
| | 2006-2007 | 2007-2008 | | | | | | | | | | | | | | | | | | | | | | |
| a. | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
| b. | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
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| d. | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
| e. | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
| f. | 1 | 1 | | | | | | | | | | | | | | | | | | | | | | |

| Intended Outcomes | Means of Assessment & Criteria for Success / Tasks | AES Assessment Results | Use of Result & Follow-Up | | | | | | | | | | | | | | | | | | | | | |
|--|---|---|--|-----------|-----------|----|---|---|----|---|---|----|---|---|----|---|---|----|---|---|----|---|---|---|
| <p>Strategies: 1. Assist faculty in acquiring necessary funding for international presentations. 2. Continue to work on a partnership with sister program in Monterrey</p> | <p>including Mexico</p> | <p>08/28/2008 -</p> <table border="1"> <thead> <tr> <th></th> <th>2006-2007</th> <th>2007-2008</th> </tr> </thead> <tbody> <tr> <td>a.</td> <td>0</td> <td>0</td> </tr> <tr> <td>b.</td> <td>0</td> <td>0</td> </tr> <tr> <td>c.</td> <td>0</td> <td>0</td> </tr> <tr> <td>d.</td> <td>0</td> <td>0</td> </tr> <tr> <td>e.</td> <td>0</td> <td>0</td> </tr> <tr> <td>f.</td> <td>1</td> <td>1</td> </tr> </tbody> </table> <p>Total overall indicators for 2006-2007 was 1. Total indicators for 2007-2008 was 1. No increase was seen</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Travel: additional funding for international travel for presentations</p> | | 2006-2007 | 2007-2008 | a. | 0 | 0 | b. | 0 | 0 | c. | 0 | 0 | d. | 0 | 0 | e. | 0 | 0 | f. | 1 | 1 | <p>09/02/2008 - Reviewed results and decided to try to explore possibilities for international partnership with program in Monterrey.</p> |
| | 2006-2007 | 2007-2008 | | | | | | | | | | | | | | | | | | | | | | |
| a. | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
| b. | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
| c. | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
| d. | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
| e. | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
| f. | 1 | 1 | | | | | | | | | | | | | | | | | | | | | | |
| <p>Dept - Clinical Lab. Science Program - Optimization of Course Offerings - Systematic Methodology - 6.A. The Clinical Laboratory Science Program will establish a systematic methodology for collecting, reporting, and benchmarking of key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2008</p> <p>End Date: 08/31/2011</p> <p>Outcome Status: Active/Ongoing</p> | <p>Assessment Method: 1a. The Coordinator will review 12th day enrollment records to determine if there was an increase in the number of classes that reached an 80% fill rate as compared to the baseline year.</p> <p>Criterion for Success: The CLS department will demonstrate an increase in the number of classes that reached an 80% fill rate as compared to the baseline year.</p> | <p>08/26/2008 - The number of courses reaching the 80% fill mark was 100%. Therefore the difference between scheduled and filled seats was less than 20% for the majority of classes offered during AY 2007-2008.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Mark Outcome as Complete</p> | <p>09/02/2008 - Data reviewed and considered possibility of adding additional lab section for CLSC 2429 if current enrollment trend continues.</p> | | | | | | | | | | | | | | | | | | | | | |

| Intended Outcomes | Means of Assessment & Criteria for Success / Tasks | AES Assessment Results | Use of Result & Follow-Up |
|--|---|---|---|
| <p>Strategies:</p> <ol style="list-style-type: none"> 1. Review previous enrollments when developing course schedules 2. Publicize a two-year schedule of course offerings | | | |
| <p>Dept - Clinical Lab. Science Program - Recruiting Qualified Faculty - Systematic Methodology - 6.B. The Clinical Lab Science Program will establish a systematic methodology for the collection, reporting, and benchmarking of key outcome measures related to recruiting quality faculty and will increase the recruiting of qualified faculty as measured by these outcomes.</p> | <p>Assessment Method: 1a. The Coordinator will review the the data for the measurable outcomes for this objective and determine if all criteria have been met.</p> <p>Criterion for Success: Make the initial offer to a new faculty member for the one vacant faculty position by February 15, 2008.</p> | <p>08/26/2008 - a. The offer to the new faculty member was not made by February 15, 2008. b. The one vacant lecturer faculty position was filled for AY 2008-2009</p> <p>Result Type: Inconclusive</p> <p>Next Step: Mark Outcome as Complete</p> | <p>08/26/2008 - New faculty member added and oriented to program. Suggest revision of deadline for offers</p> |
| <p>Outcome Types: Administrative - Fiscal Year 2008</p> <p>Start Date: 06/01/2007</p> <p>End Date: 05/31/2008</p> | <p>Fill the vacant lecturer faculty position for AY 2008-2009.</p> | | |
| <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <ol style="list-style-type: none"> 1. Have Recruitment Plan approved by the Dean's office no later than September 15, 2008. 2. Identify alternative venues to post advertisements | | | |