

# **Administrative and Educational Support Report**

**College of Health Sciences and Human Services**

**Annual Action Plan  
Annual Assessment Report**

**June 2007 – May 2008**



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

**Unit:** **College of Health Sciences and Human Services**

**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:** Bruce J. Reed

**Unit Mission:** The College of Health Sciences & Human Services supports and facilitates the mission of the The University of Texas-Pan American through academic programs of higher education, research, and community services. The College is committed to the enhancing of the quality of life and health care in the Lower Rio Grande Valley bi-national border community and region. The faculty espouses a holistic multidisciplinary approach to meeting the dynamic health and human service needs of a diverse and multicultural society.

**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 College of Health Sciences &amp; 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.</p>	<p>The COHSHS will increase graduation, retention, and persistence rates 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 Dean's office will compare graduation, retention and persistence rates for 2007-2008 against the figures for 2006-2007 to determine the percentage increase.</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 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.</p>	<p>90% of the SLOs for the college will be achieved.</p> <p>85% of the programs will meet or exceed the established benchmark for licensure or certification exams.</p>	<p>Increase the use of instructional technology in courses.</p> <p>Maintain accreditation standards for all accredited programs.</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>Review results from student learning outcomes reports each semester and make any necessary changes to the curriculum</p>	<p>The Dean’s office will analyze SLO reports and licensure/certification data to determine if the criteria for each measurable outcome have been met.</p>	<p>Funding for new instructional technology.</p> <p>Funding for new laboratory equipment.</p> <p>Funding for accreditation fees.</p> <p>Fees for pre-accreditation consultants.</p> <p>Release time for preparation of accreditation documents.</p>

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

**Academic Affairs Objective:** 1.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.

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 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.</p>	<p>Increase access to our education programs as compared to 2006-2007 using the key outcome measures:</p> <ul style="list-style-type: none"> <li>a. undergraduate and graduate SCH enrollments</li> <li>b. Cooperative Pharmacy Program and Nursing enrollments</li> <li>c. students involved in research activities with faculty</li> </ul>	<p>Utilize the college recruitment committee to increase awareness of college programs.</p> <p>Promote college participation in new student/transfer orientations.</p> <p>Provide support to update recruitment materials.</p> <p>Expand opportunities for students engaged in research activities.</p> <p>Continue to support Student Research Day.</p> <p>Develop new programs in areas of need.</p> <p>Advocate for new faculty</p>	<p>The Dean's office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.</p>	<p>Increase funding for college recruitment.</p> <p>Increase funding for student engaged in research activities.</p> <p>Increase new faculty positions.</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
		positions in areas of need. Ensure baseline data is available for all key indicators.		

**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 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	COHSHS will increase the overall number of scholarly activities by TT/Tenured faculty as compared to the baseline year of 2006-2007 using the key outcome indicators: a. number of refereed/juried works in journals	Publicize scholarly productivity successes.  Publicize availability of internal and external sources of funding.  Advocate for release time for faculty who demonstrate high levels	The Dean's office will monitor the key outcome indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase.	Increased release time for faculty engaged in scholarly activity.  Increase funding for research assistants.

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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
its tenured/tenure track faculty as measured by these outcomes.	b. number of state, regional, national and international presentations. c. number of books. d. number of book chapters.	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 COHSHS will assist the Departments to establish systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the acquisition 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 b. number and amount of	Expand Special Projects Coordinator for 1 FTE.  Publicize internal and external sources of funding  Encourage PIs to write	The Dean's office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.	Funding for Special Projects Coordinator for 1 FTE.  Seed money for revenue generating activities.

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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
external funds and will improve the acquisition of external funds as measured by these outcomes.	funded research by faculty c. number of collaborative projects d. amount of revenue generated through entrepreneurial activities e. amount of indirect funding generated	paid release time into their externally funded projects.  Increase revenue generating activities such as Continuing Education Unit workshops and fee-for-service clinics.		

**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 **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
3.A. The COHSHS will assist <b>departments</b> in establishing a systematic methodology for	Increase by 5% the number of credit and non-credit offerings using the following indicators as compared to	Dean's office will continue to provide financial incentives for faculty to develop fully	The Dean's office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the	Funding for financial incentives for faculty to develop fully online courses.

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
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.	the previous year: a. fully online courses b. continuing education programs c. weekend classes	online courses.  Dean's office will again appoint a faculty member as Director of Online Course Development.  Advocate for flexible class scheduling including weekends.  Provide mentoring on conducting continuing education programs.	previous year to determine if there has been an overall increase in the key outcome measures	Funding for Director of Online Course Development.

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

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Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>3.B. The COHSHS will assist <b>Departments</b> in establishing a systematic methodology for collecting, reporting and benchmarking of the key outcome measures that measure University participation in professional and community activities and will increase University participation in professional and community activities as measured by these outcomes.</p>	<p>Increase the overall number of activities that demonstrate participation in professional and community activities by 5% as compared to the baseline year of 2006-2007.</p> <ul style="list-style-type: none"> <li>a. number of programs with service learning activities</li> <li>b. number of external co-sponsored events</li> <li>c. number of community-based activities</li> <li>d. number of external proposals to secure funding in collaboration with community groups</li> <li>e. number of memberships on advisory boards</li> <li>f. number of faculty engaged in discipline specific consulting</li> <li>g. number of faculty holding office in professional organizations</li> <li>h. number of faculty serving on committees in professional organizations</li> <li>i. number of clinical affiliation agreements</li> <li>j. service on editorial review boards</li> <li>k. service related to external accreditation activities (e.g., site reviewer, paper reviewer)</li> </ul>	<p>Advocate for funding for a university coordinator for service learning activities.</p> <p>Publicize outstanding service and major appointments.</p> <p>Publicize events and activities.</p> <p>Encourage departments to reward community and professional activities in their merit process.</p> <p>Dean's office will continue to coordinate college-wide affiliation agreements, criminal background checks, and other requirements associated with community clinical placements.</p>	<p>The Dean's office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p>	<p>Funding for 1 FTE Clinical Coordinator in the Dean's office.</p>

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

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

**College/AVP Objective:** 4.A. The 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
4.A. The COHSHS will assist <b>Departments</b> 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	<ul style="list-style-type: none"> <li>a. Sponsor at least one health and human service-related summer camp</li> <li>b. Provide biotechnology enrichment activities to 4,000 students through the mobile lab.</li> <li>c. Participate in 10 recruitment activities at the local high schools.</li> </ul>	<p>Promote departmental involvement in summer enrichment in health and human service summer camps.</p> <p>Obtain external funding to continue Regional Biotech Program.</p>	The Dean's office will obtain verification of departmental activity for each of the measurable outcomes for this objective and verify that all criteria have been met.	Funding for 1 FTE Special Projects Coordinator.

**UTPA Goal:** 5. Infuse inter-American and global perspectives throughout the University community.

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**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.

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
5.A.The College of Health Sciences and Human services will assist <b>Departments</b> 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.	Increase the number of indicator activities as compared to the baseline data for 2006-2007: 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	Dean's office will provide assistance in establishing active international partnerships.  Assist departments in facilitating faculty involvement in Fulbright opportunities.  Assist faculty in acquiring necessary funding for international presentations.  Encourage departments to address cultural diversity throughout the curriculum.	The Dean's office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures	Funding to allow faculty participation in international activities.

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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

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 COHSHS will assist <b>Departments</b> in establishing a systematic methodology for collecting, reporting, and benchmarking of key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.	The difference between scheduled seats and filled seats will be less than 20% for the majority of classes offered during AY 2007-2008.	Dean's office monitors and approves proposed course schedules.  Publicize a two-year schedule of course offerings by January 2008.	The Dean's office will review reports from each department to determine the difference between scheduled seats and filled seats during the fall and spring semester.	None needed.

UTPA Goal:

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

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**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 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.	<p>Make 50% of the initial offers to new faculty by February 15, 2008.</p> <p>Increase the percentage of successfully filled positions as compared to last year.</p>	<p>Departments with open faculty positions will have Recruitment Plans approved by the Dean's office no later than September 15, 2008.</p> <p>Dean's office will coordinate the posting of advertisements.</p>	The Dean's office will review the the data for the measurable outcomes for this objective and determine if all criteria have been met.	Continuation of recruitment budget from the Provost's office.

# FY08 AES Assessment Results Report

## UTPA

### Admin - College of Health Sciences and Human Services

**Division:** Division of Academic Affairs

**College:** College of Health Sciences and Human Services

**Unit Head:** Bruce Reed

**Unit Mission:** The College of Health Sciences & Human Services supports and facilitates the mission of the The University of Texas- Pan American through academic programs of higher education, research, and community services. The College is committed to the enhancing of the quality of life and health care in the Lower Rio Grande Valley bi-national border community and region. The faculty espouses a holistic multidisciplinary approach to meeting the dynamic health and human service needs of a diverse and multicultural society.

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Admin - College of Health Sciences and Human Services - Degree Programs - Systematic Methodology FY08 - 1.A. The College of Health Sciences &amp; 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.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> No Longer Desired</p> <p><b>Strategies:</b> 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</p>	<p><b>Assessment Method:</b> The Dean?s office will compare graduation, retention and persistence rates for 2007-2008 against the figures for 2006-2007 to determine the percentage increase.</p> <p><b>Criterion for Success:</b> The COHSHS will increase graduation, retention, and persistence rates by 1% compared to 2006-2007.</p>	<p>10/02/2008 - Graduations decreased by 1.9%; the retention increased by 6.7%; persistence rate was not collected due to operational definition concerns.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/02/2008 - Dean and department chairs will discuss analyze the <u>decrease in graduation rate.</u></p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
advisors.			
<p>Admin - College of Health Sciences and Human Services - Access - Systematic Methodology FY08 - 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.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> No Longer Desired</p> <p><b>Strategies:</b> Utilize the college recruitment committee to increase awareness of college programs.</p> <p>Promote college participation in new student/transfer orientations.</p> <p>Provide support to update recruitment materials.</p> <p>Expand opportunities for students engaged in research activities.</p> <p>Continue to support Student Research Day.</p> <p>Develop new programs in areas of need.</p> <p>Advocate for new faculty positions in areas of need.</p>	<p><b>Assessment Method:</b> The Dean's office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.</p> <p><b>Criterion for Success:</b> Increase access to our education programs as compared to 2006-2007 using the key outcome measures: a. undergraduate and graduate SCH enrollments b. Cooperative Pharmacy Program and Nursing enrollments c. students involved in research activities with faculty</p>	<p>10/02/2008 - a. undergraduate and graduate SCH increased by 895 SCH. b. CPP and Nursing appears to have remained constant. c. the number of funded research assistanships increased to 31 (from 24).</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/02/2008 - Continue to monitor with chairs, coordinators, and the Dean's office.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
Ensure baseline data is available for all key indicators.			
<p>Admin - College of Health Sciences and Human Services - Scholarly Productivity - Systematic Methodology FY08 - 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.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> No Longer Desired</p> <p><b>Strategies:</b> Publicize scholarly productivity successes.</p> <p>Publicize availability of internal and external sources of funding.</p> <p>Advocate for release time for faculty who demonstrate high levels of scholarly activity.</p> <p>Facilitate full utilization of research assistants.</p>	<p><b>Assessment Method:</b> The Dean's office will monitor the key outcome indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase.</p> <p><b>Criterion for Success:</b> COHSHS will increase the overall number of scholarly activities by TT/Tenured faculty as compared to the baseline year of 2006-2007 using the key outcome indicators: 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. a.4 number of state, regional, national and international presentations a.5 percentage of tenured/tenure track faculty contributing works</p>	<p>10/02/2008 - a. overall # decreased to 19 from 47. b. decreased to 88 from 122. c. decreased to 4 from 6. d. decreased to 16 from 26.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/02/2008 - faculty productivity will be closely monitored; will consider using ratio of faculty to outcomes.</p> <hr/>
<p>Admin - College of Health Sciences and Human Services - Acquisition of External Funds - Systematic Methodology FY08 - 2.B.The COHSHS will assist the Departments to establish systematic methodology for the collection, reporting and benchmarking and of key outcome measures</p>	<p><b>Assessment Method:</b> The Dean's office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.</p>	<p>10/02/2008 - a. increased to 23 from 16; to \$5,722,834 from \$2,454,429. b. decreased to 12 from 18; decreased to \$1,374,652 from \$2,169,474. c.increased to 2 from 1; to \$77,000 from \$7,000. d.</p> <p><b>Result Type:</b> Inconclusive</p>	<p>10/02/2008 - continue to monitor and utilize Tony Casas as grants Special Projects Coordinator.</p> <hr/>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>of external funds and will improve the acquisition of external funds as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> No Longer Desired</p> <p><b>Strategies:</b> Expand Special Projects Coordinator for 1 FTE.</p> <p>Publicize internal and external sources of funding</p> <p>Encourage PIs to write paid release time into their externally funded projects.</p> <p>Increase revenue generating activities such as Continuing Education Unit workshops and fee-for-service clinics.</p>	<p><b>Criterion for Success:</b> Improve the acquisition of external funds as measured by an overall increase in the key outcome indicators:</p> <ul style="list-style-type: none"> <li>a. number and amount of non-research projects submitted for funding</li> <li>b. number and amount of funded research by faculty</li> <li>c. number of collaborative projects</li> <li>d. amount of revenue generated through entrepreneurial activities</li> <li>e. amount of indirect funding generated</li> </ul>	<p><b>Next Step:</b> Continue Current Strategy(s)</p>	
<p>Admin - College of Health Sciences and Human Services - Credit and Non-credit Course Offerings - Systematic Methodolgy FY08 - 3.A. The COHSHS will assist departments in establishing a systematic methodology for collecting, reporting and benchmarking of key outcome measures for credit and non-credit course offerings and will increase credit and non-credit course offerings as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> No Longer Desired</p> <p><b>Strategies:</b></p>	<p><b>Assessment Method:</b> The Dean's office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p><b>Criterion for Success:</b> Increase by 5% the number of credit and non-credit offerings using the following indicators as compared to the previous year:</p> <ul style="list-style-type: none"> <li>a. fully online courses</li> <li>b. continuing education programs</li> <li>c. weekend classes</li> <li>d. continuing education offerings</li> <li>d. weekend classes</li> </ul>	<p>10/02/2008 - a. increase to 3 from 0. b. none c.increase to 9 from 4.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/02/2008 - continue to montior and reward these activities.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dean's office will continue to provide financial incentives for faculty to develop fully online courses.</p> <p>Dean's office will again appoint a faculty member as Director of Online Course Development.</p>		<p>10/02/2008 - a. increase to 3 from 0. b. none c.increase to 9 from 4.</p> <p><b>Result Type:</b> Criterion Met <b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/02/2008 - continue to monitor and reward these activities.</p>
<p>Advocate for flexible class scheduling including weekends.</p> <p>Provide mentoring on conducting continuing education programs</p>			
<p>Admin - College of Health Sciences and Human Services - Professional and Community Participation - Systematic Methodology FY08 - 3.B. The COHSHS will assist Departments in establishing a systematic methodology for collecting, reporting and benchmarking of the key outcome measures that measure University participation in professional and community activities and will increase University participation in professional and community activities as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> No Longer Desired</p> <p><b>Strategies:</b> Advocate for funding for a university coordinator for service learning activities.</p> <p>Publicize outstanding service and major appointments.</p>	<p><b>Assessment Method:</b> The Dean's office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p><b>Criterion for Success:</b> 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> <p>a. number of programs with service learning activities b. number of external co-sponsor 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 specific consulting g. number of faculty holding office in professional organizations</p>	<p>10/02/2008 - Overall, activities (which were recorded) increased from 135 to 174 (up 22%).</p> <p>a. From 26 (2006-2007) to 22 (2007-2008). b. 15 to 20. c. 14 to 25. d. 2 to 13. e. 23 to 32. f. 12 to 16. g. 8 to 13. h. 22 to 27. i. 537 to 566. j. 6 to 7. k. 7 to 11.</p> <p><b>Result Type:</b> Criterion Met <b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/02/2008 - Work with chairs who are not effectively collecting this data to increase the accuracy of the data.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Publicize events and activities.</p> <p>Encourage departments to reward community and professional activities in their merit process.</p> <p>Dean's office will continue to coordinate college-wide affiliation agreements, criminal background checks, and other requirements associated with community clinical placements.</p>	<p>h. number of faculty serving on committees in professional organizations</p> <p>i. number of clinical affiliation agreements</p> <p>j. service on editorial review boards</p> <p>k. service related to external accreditation activities (e.g., site reviewer, paper reviewer)</p>	<p>10/02/2008 - Overall, activities (which were recorded) increased from 135 to 174 (up 22%).</p> <p>a. From 26 (2006-2007) to 22 (2007-2008).</p> <p>b. 15 to 20.</p> <p>c. 14 to 25.</p> <p>d. 2 to 13.</p> <p>e. 23 to 32.</p> <p>f. 12 to 16.</p> <p>g. 8 to 13.</p> <p>h. 22 to 27.</p> <p>i. 537 to 566.</p> <p>j. 6 to 7.</p> <p>k. 7 to 11.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/02/2008 - Work with chairs who are not effectively collecting this data to increase the accuracy of the data.</p>
<p>Admin - College of Health Sciences and Human Services - Qualified Applicants - Systematic Methodology FY08 - 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</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> No Longer Desired</p> <p><b>Strategies:</b> Promote departmental involvement in summer enrichment in health and human service summer camps.</p>	<p><b>Assessment Method:</b> The Dean's office will obtain verification of departmental activity for each of the measurable outcomes for this objective and verify that all criteria have been met.</p> <p><b>Criterion for Success:</b> a. Sponsor at least one health and human service-related summer or weekend camp b Provide biotechnology enrichment activities to 4,000 students through the mobile lab. c. Participate in 10 recruitment activities at the local high schools.</p>	<p>10/02/2008 - a. sponsored 3 CLS summer camp and 5 week-end CLS/Nursing camps.</p> <p>b. at least 4,000 students participated.</p> <p>c. 14 activities.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/02/2008 - continue to monitor.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
Obtain external funding to continue Regional Biotech Program.			
<p>Admin - College of Health Sciences and Human Services - Access to Inter-American and Global Perspectives - Systematic Methodology FY08 - 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.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> No Longer Desired</p> <p><b>Strategies:</b> Dean's office will provide assistance in establishing active international partnerships.</p> <p>Assist departments in facilitating faculty involvement in Fulbright opportunities.</p> <p>Assist faculty in acquiring necessary funding for international presentations.</p> <p>Encourage departments to address cultural diversity throughout the curriculum.</p>	<p><b>Assessment Method:</b> The Dean's office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p><b>Criterion for Success:</b> Increase the number of indicator activities as compared to the baseline data for 2006-2007:</p> <p>a. number of active international partnerships that yield instructional, research or service benefits to the institution and its faculty</p> <p>b. number of students who study abroad for either credit or non-credit.</p> <p>c. number of faculty with international experiences through Fulbright or similar faculty experiences</p> <p>d. number of visiting international scholars</p> <p>e. number of international presentations</p> <p>f. number of courses/special programs addressing cultural diversity issues in the curriculum</p>	<p>10/02/2008 - Overall documented activities increased from 26 (2006-2007) to 78 (2007-2008).</p> <p>a. 5 to 10. b. 0 to 13. c. 0 to 1. d. 1 to 2. e. 0 to 1. f. 20 to 41.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/02/2008 - Encourage continued activities as well as data reporting to increase the accuracy of the data.</p> <hr/>
Admin - College of Health Sciences and			

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Human Services - Optimization of Course Offerings - Systematic Methodology FY08 - 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.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> No Longer Desired</p> <p><b>Strategies:</b> Dean's office monitors and approves proposed course schedules.</p> <p>Publicize a two-year schedule of course offerings by January 2008.</p>	<p><b>Assessment Method:</b> The Dean's office will review reports from each department to determine the difference between scheduled seats and filled seats during the fall and spring semester.</p> <p><b>Criterion for Success:</b> The difference between scheduled seats and filled seats will be less than 20% for the majority of classes offered during AY 2007-2008</p>	<p>10/02/2008 - Of the 327 courses offered, 314 (96%) exceeded the 80% standard of "scheduled to filled seats" ratio.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/02/2008 - continue to monitor.</p>
<p>Admin - College of Health Sciences and Human Services - Recruiting Qualified Faculty - Systematic Methodology FY08 - 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.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> No Longer Desired</p> <p><b>Strategies:</b></p>	<p><b>Assessment Method:</b> The Dean's office will review the the data for the measurable outcomes for this objective and determine if all criteria have been met.</p> <p><b>Criterion for Success:</b> Make 50% of the initial offers to new faculty by February 15, 2008.</p> <p>Increase the percentage of successfully filled positions as compared to last year.</p>	<p>10/02/2008 - a. 4 of 14 (29%) were made. b. 6 of 14 (43%) were filled compared to 12 of 20 (60%) from 2006-2007.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/02/2008 - Continue to monitor searches for timeliness; consider of February 15 target date is realistic.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Departments with open faculty positions will have Recruitment Plans approved by the Dean's office no later than September 15, 2008.</p> <p>Dean's office will coordinate the posting of advertisements.</p>			
<p>Admin - College of Health Sciences and Human Services - SLOs - Systematic Methodology (Copy) - 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.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> No Longer Desired</p>	<p><b>Assessment Method:</b> The Dean's office will analyze SLO reports and licensure/certification data to determine if the criteria for each measurable outcome have been met.</p> <p><b>Criterion for Success:</b> 90% of the SLO's for college will be achieved.</p> <p>85% of the programs will meet or exceed the established benchmark for licensure or certification exams.</p>	<p>10/29/2008 - Eighty one percent of the SLO's for the college were successfully achieved. Only 56% or five out of nine of the programs in the College met or exceeded the established benchmark. Nursing Graduate and Undergraduate Programs, COMD Graduate, CLS Undergraduate and PA Undergraduate Programs met or exceeded the established benchmark for their licensure or certification exams</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Mark Outcome as No Longer Desired</p>	<p>10/29/2008 - The Dean's office reviewed the results and will continue working with the departments to develop strategies to improve the overall results in this area.</p>