

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

**Department of Communication Sciences Disorders**

**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: **Communication Sciences & Disorders**

**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:** Teri Mata-Pistokache

**Unit Mission:** The Mission of the Department of Communication Sciences and Disorders prepares students for independent professional practice as speech-language pathologists for service in a diverse and multicultural society. The Graduate Program provides students with instruction in speech, language, and hearing through innovative delivery systems that lead to the master’s degree in communication disorders and professional license and certification. Through teaching, research, creative activity, and public service in communication sciences and disorders, the Program prepares students for lifelong learning and leadership roles in the region, state, nation, and world communities. The Program is committed to enhancing the quality of life and communication needs of individuals in the region and state.

**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>1A. The Communication Sciences &amp; Disorders 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 Communication Sciences &amp; Disorders Dept. will increase graduation, retention, &amp; 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 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>

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

**Academic Affairs Objective:** 1.B. The Provost’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.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
1.B.The Communication Sciences & Disorders Dept. 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.	90% of the SLOs for the Undergraduate Program will be achieved.  Eighty percent (80%) of the graduates taking the NESPA exam will pass on the first try by May 31, 2007.	Increase the use of instructional technology in courses.  Maintain accreditation standards.  Begin work on the annual report.  Encourage faculty development to enhance teaching.  Encourage Professional development for Clinical Supervisors.  Provide state-of-the-art clinical equipment.	The Chair will analyze SLO reports and licensure/certification data to determine if the criteria for each measurable outcome has been met.	Funding for new instructional technology.  Funding for new clinical equipment.  Funding for accreditation fees.  Release time for preparation of accreditation documents.

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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 Communication Sciences &amp; Disorders Dept. 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>In cooperation with Rehab, explore development of interpreter training program</p> <p>Update recruitment materials.</p> <p>Expand opportunities for students engaged in research activities.</p>	<p>The Chair 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>

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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
		Support Student Research Day by identifying courses where students could develop a research project		

**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 Communication Sciences & Disorders Dept. will establish systematic methodology for the collection, reporting and benchmarking of the key	The Communication Sciences & Disorders Dept. will increase the overall number of scholarly activities by TT/Tenured faculty as compared to the baseline year of 2006-2007	Publicize scholarly productivity successes.  Publicize availability of internal and external sources of funding.	The Chair 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.	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
outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.	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.	Advocate for release time for faculty who 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 Communication Sciences & Disorders Dept. will establish systematic methodology for the collection,	Improve the acquisition of external funds as measured by an overall increase in the key outcome indicators: a. number and amount of	Publicize internal and external sources of funding  Encourage PI's to write	The Chair 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	

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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
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.	non-research projects submitted for funding b. number and amount of funded research by faculty c. number of collaborative projects d. amount of revenue generated through entrepreneurial activities e. amount of indirect funding generated	paid release time into their externally funded projects.  Increase revenue generating activities in S&H clinic	key outcome measures.	

**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
3.A. The Communication Sciences & Disorders Dept. will establish a systematic methodology	Increase by 5% the number of credit and non-credit offerings using the following indicators as compared to	Encourage faculty to put courses online as appropriate	The Chair will monitor key indicators and will compare figures for 2007-2008 against the previous year to determine if there	Seek funding to sponsor continuing education programs at utpa.

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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
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.	the previous year: a. fully online courses b. continuing education programs		has been an overall increase in the key outcome measures	

**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
3.B. The Communication Sciences & Disorders Dept. will establish a systematic methodology for collecting, reporting and benchmarking of the	Increase the overall number of activities that demonstrate participation in professional and community activities by 5% as compared to the baseline	Publicize outstanding service and major appointments.  Publicize events and activities.	The Chair 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	

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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>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>year of 2006-2007.                      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 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)</p>	<p>Reward community and professional activities in program merit process.</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 Communication Sciences & Disorders Dept. 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	a. Sponsor at least one health and human service-related summer camp b. Participate in 4 recruitment activities at the local high schools. c. Participate in Career Days at local School Districts	Promote involvement in summer enrichment health and human service summer camps.  Reward participation in recruitment activities in the merit process	The Chair will obtain verification of activity for each of the measurable outcomes for this objective and verify that all criteria have been met.	

**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.

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 Communication Sciences & Disorders Dept. 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.	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	Assist faculty in acquiring necessary funding for international presentations.  Identify appropriate courses which should address cultural diversity  Collect baseline data	The Chair 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	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
	addressing cultural diversity issues in the curriculum			

**UTPA Goal:**

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

**Academic Affairs Objective:**

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

**College/AVP Objective:**

6.A. The 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 Communication Sciences & Disorders Dept. 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 Chair will review 12 <sup>th</sup> 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 Communication Sciences & Disorders Dept. 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 100% of the initial offers to new faculty by February 15, 2008.</p> <p>Fill the Tenure Track Position for Chair for AY 2008-2009.</p> <p>Fill the Tenure Track 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 Chair 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 - Communication Sciences & Disorders

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Communication Sciences &amp; Disorders - Degree Programs - Systematic Methodology - 1A. The Communication Sciences &amp; Disorders 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><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>End Date:</b> 05/31/2008</p> <p><b>Outcome Status:</b> Active/Ongoing</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 advisors.</p>	<p><b>Assessment Method:</b> 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><b>Criterion for Success:</b> The Communication Sciences &amp; Disorders Dept. will increase graduation, retention, &amp; persistence rates by 1% compared to 2006-2007.</p>	<p>08/29/2008 - Undergraduate: The number of undergraduates graduating in the COMD department has decreased slightly: 2006-07=68, 2007-08=66. The department has implemented an undergraduate admission procedure. The projected goal for new undergraduates is 50 students yearly. Figures will continue to decrease over the years until the projected 50 is met. Due to the limited number of Ph.D faculty and SACS requirements (25%), this is number of students has been agreed upon by the faculty.</p> <p>Graduate Students: The number of graduates in the masters program has also decreased: 2006-07=47, 2007-08=17. The COMD program was placed on probation by ASHA (our accrediting agency). As a result, the program had to reduce the numbers of graduate students to be commensurate with the number of Ph.D faculty.</p> <p>Retention: Similar numbers can be seen in the area of retention across undergraduate and graduate students. UG: 2006-07=418; 2007-08=405; Graduate: 2006-07=52, 2007-08=49. Once again, number are reduced due to the limited number of faculty, ASHA accreditation limitations as well as SACS requirements.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <p><b>Resources Needed - Classified</b> In order to increase enrollment in the UG and Graduate programs additional PhD faculty is of utmost importance.</p> <hr/> <p>08/18/2008 - save</p> <p><b>Result Type:</b> Inconclusive</p>	<p>08/29/2008 - The COMD department will aim to admit only 50 undergraduate students and approximately 15 graduate students until additional PhD faculty have been hired.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
		<p><b>Next Step:</b> Add New Strategy</p> <hr/> <p>08/18/2008 - graduation, retention and persistence rates are at 100%</p> <p><b>Result Type:</b> Inconclusive</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <hr/>	<p>08/18/2008 - services, processes and or research changes made</p> <hr/>
<p>Dept - Communication Sciences &amp; Disorders - SLOs - Systematic Methodology - 1.B.The Communication Sciences &amp; Disorders Dept. 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><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>End Date:</b> 05/31/2008</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> Increase the use of instructional technology in courses.</p> <p>Maintain accreditation standards.</p> <p>Begin work on the annual report.</p> <p>Encourage faculty development to enhance teaching.</p> <p>Encourage Professional development for Clinical Supervisors.</p>	<p><b>Assessment Method:</b> The Chair will analyze SLO reports and licensure/certification data to determine if the criteria for each measurable outcome has been met.</p> <p><b>Criterion for Success:</b> 90% of the SLOs for the Undergraduate Program will be achieved.</p> <hr/> <p>Eighty percent (80%) of the graduates taking the NESPA exam will pass on the first try by May 31, 2007.</p> <hr/>	<p>08/29/2008 - 7/7 SLO's for the undergraduate program were met. 6/6 SLO's for the graduate program were met.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <hr/>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
Provide state-of-the-art clinical equipment.			
<p>Dept - Communication Sciences &amp; Disorders - Access - Systematic Methodology - 1.C. The Communication Sciences &amp; Disorders Dept. 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><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>End Date:</b> 05/31/2008</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> Utilize the college recruitment committee to increase awareness of college programs.</p> <p>Promote program participation in new student/transfer orientations.</p> <p>In cooperation with Rehab, explore development of interpreter training program</p> <p>Update recruitment materials.</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><b>Assessment Method:</b> The Chair 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><b>Criterion for Success:</b> 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>08/29/2008 - a) SCH's: Undergraduate SCH's 2006-2007= 2,649; 2007-08=2,496 Graduate SCH's 2006-07=361; 2007-08=363 b) Research Assistants: 2006-07=1; 2007-08=1</p> <p>SCH's show no significant increase due to the fact that enrollment at the undergraduate level has been limited to 50 and at the graduate level to approximately 15. This was done in an effort to continue to meet SACS and ASHA accreditation guidelines.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>08/29/2008 - Results of these measures will be utilized to continue to monitor the program in terms of meeting accreditation (ASHA &amp; SACS) guidelines. Results continue to show the need for additional doctoral level faculty.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Communication Sciences &amp; Disorders - Scholarly Productivity - Systematic Methodology - 2.A The Communication Sciences &amp; Disorders Dept. 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><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>End Date:</b> 05/31/2008</p> <p><b>Outcome Status:</b> Active/Ongoing</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>Ensure that baseline data for benchmarking is available.</p>	<p><b>Assessment Method:</b> The Chair 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> <p><b>Criterion for Success:</b> The Communication Sciences &amp; Disorders Dept. 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> <ol style="list-style-type: none"> <li>number of refereed/juried works in journals</li> <li>number of state, regional, national and international presentations.</li> <li>number of books.</li> <li>number of book chapters.</li> </ol>	<p>08/29/2008 - Results for 2006-07 reveal a total of 7 in number (3, articles; 4 presentations). 2007-08 results reveal a total of 6 in number (1 article; 5 presentations)</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <p><b>Resources Needed - Classified</b> Addition of more doctoral level faculty.</p>	<p>08/29/2008 - Results in this area are minimal. Lack of faculty participation in scholarly activities may some way be reflected of the lack of doctorally prepared faculty. Results may be used to reveal that the department is still in need of additional faculty.</p> <p>08/29/2008 - Faculty are currently teaching more than their expected workload. SACS and ASHA accreditation guidelines require that doctoral level faculty be available to teach both graduate and undergraduate courses. This makes it difficult to become involved with scholarly activities. With the addition of more doctoral level faculty, teaching loads can be better distributed, and more time for scholarly activities can be created.</p>
<p>Dept - Communication Sciences &amp; Disorders - Acquisition of External Funds - Systematic Methodology - 2.B.The Communication Sciences &amp; Disorders Dept. will establish systematic methodology for the collection, reporting and benchmarking and of key</p>	<p><b>Assessment Method:</b> The Chair 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</p>	<p>08/29/2008 - d) \$7,000 - in revenue by the Speech &amp; Hearing Center for 2006-07 &amp; 2007-08.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b></p>	<p>08/29/2008 - There has been no significant increase in clinic revenue with the existing clinical faculty staff. This may be indicative that the Speech &amp;</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>outcome measures for the acquisition 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>End Date:</b> 05/31/2008</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> Publicize internal and external sources of funding</p>	<p>measures.</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>Continue Current Strategy(s)</p>	<p>Hearing Center is in need of hiring additional staff to work towards increasing clinic revenue.</p>
<p>Encourage PI?s to write paid release time into their externally funded projects.</p> <p>Increase revenue generating activities in S&amp;H clinic</p>			
<p>Dept - Communication Sciences &amp; Disorders - Credit and Non-credit Course Offerings - Systematic Methodolgy - 3.A. The Communication Sciences &amp; Disorders Dept. will establish 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>End Date:</b> 05/31/2008</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> Encourage faculty to put courses online as</p>	<p><b>Assessment Method:</b> The Chair 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> <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> </ul>	<p>08/29/2008 - Fully online courses: 2006-07=0; 2007-08=0 Weekend Courses: 2006-07=0 2007-08=1</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>08/29/2008 - Weekend courses have demonstrated reduced enrollment. The department will continue to explore the development of online courses.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
appropriate			
<p>Dept - Communication Sciences &amp; Disorders - Professional and Community Participation - Systematic Methodology - 3.B. The Communication Sciences &amp; Disorders Dept. 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><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>End Date:</b> 05/31/2008</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 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><b>Assessment Method:</b> The Chair 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> <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-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 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)</p>	<p>08/29/2008 - i) number of clinical affiliations: 2006-07=537; 2007-08=566 e) 2006-07=3; 2007-08=3 f) 2006-07=2; 2007-08=2 g) 2006-07=3; 2007-08=3 h) 2006-07=3; 2007-08=3 j) 2006-07=1; 2007-08=1 k) 2006-07=4; 2007-08= 4</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>08/29/2008 - Information will be shared with the COMD faculty. Information will be used to determine additional ways faculty can continue to participate in professional and community activities.</p> <hr/>
<p>Dept - Communication Sciences &amp; Disorders - Qualified Applicants - Systematic Methodology - 4.A. The Communication Sciences &amp; Disorders Dept. will assist in establishing a systematic methodology for</p>	<p><b>Assessment Method:</b> The Chair will obtain verification of activity for each of the measurable outcomes for this objective and verify that all criteria have been met.</p>	<p>08/29/2008 - c) recruitment activities: 2007-08 = 14</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b></p>	<p>08/29/2008 - Results are significant. COMD department will continue recruitment activities.</p> <hr/>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>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>End Date:</b> 05/31/2008</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> Promote involvement in summer enrichment health and human service summer camps.</p> <p>Reward participation in recruitment activities in the merit process</p>	<p><b>Criterion for Success:</b></p> <ul style="list-style-type: none"> <li>a. Sponsor at least one health and human service-related summer camp</li> <li>b. Participate in 4 recruitment activities at the local high schools.</li> <li>c. Participate in Career Days at local School Districts</li> </ul>	<p>Continue Current Strategy(s)</p>	
<p>Dept - Communication Sciences &amp; Disorders - Access to Inter-American and Global Perspectives - Systematic Methodology - 5.A.The Communication Sciences &amp; Disorders Dept. 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><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>End Date:</b> 05/31/2008</p>	<p><b>Assessment Method:</b> The Chair 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><b>Criterion for Success:</b></p> <ul style="list-style-type: none"> <li>Increase the number of indicator activities as compared to the baseline data for 2006-2007</li> <li>a. number of active international partnerships that yield instructional, research or service benefits to the institution and its faculty</li> <li>b. number of students who study abroad for either credit or non-credit.</li> <li>c. number of faculty with international experiences through Fulbright or similar</li> </ul>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> Assist faculty in acquiring necessary funding for international presentations.</p> <p>Identify appropriate courses which should address cultural diversity</p> <p>Collect baseline data</p>	<p>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>Dept - Communication Sciences &amp; Disorders - Optimization of Course Offerings - Systematic Methodology - 6.A. The Communication Sciences &amp; Disorders Dept. 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><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p>	<p><b>Assessment Method:</b> The Chair will review 12th 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.</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>08/29/2008 - 2007-08= 63/67</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>08/29/2008 - Course offerings are appropriate at this time.</p>
<p><b>Start Date:</b> 06/01/2007</p> <p><b>End Date:</b> 05/31/2008</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> Review previous enrollments when developing course schedules</p> <p>Publicize a two-year schedule of course offerings by January 2008.</p>			
<p>Dept - Communication Sciences &amp; Disorders - Recruiting Qualified Faculty - Systematic</p>	<p><b>Assessment Method:</b> The Chair will review the the data for the</p>	<p>08/29/2008 - Initial offers: 2006-07=0; 2007-08=0</p>	<p>08/29/2008 - Department will</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Methodology - 6.B. The Communication Sciences &amp; Disorders Dept. 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>End Date:</b> 05/31/2008</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 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>measurable outcomes for this objective and determine if all criteria have been met.</p> <p><b>Criterion for Success:</b> Make 100% of the initial offers to new faculty by February 15, 2008.</p> <p>Fill the Tenure Track Position for Chair for AY 2008-2009.</p> <p>Fill the Tenure Track faculty position for AY 2008-2009.</p>	<p>Successfully filled positions: 2006-07=1; 2007-</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <p><b>Resources Needed - Classified</b> Need to continue to advertise for tenure track faculty</p>	<p>continue to recruit/search for qualified faculty</p>