

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

## **Department of Rehabilitation**

### **Annual Action Plan Annual Assessment Report**

**June 2007 – May 2008**

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



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

**Unit:** **Department of Rehabilitation**

**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:** Thomas Shefcik

**Unit Mission:** The Department of Rehabilitation is committed to quality and excellence in all areas including teaching, research, professional, University, and community involvement. We are committed to creating and maintaining an environment that fosters the education and mentoring of students at both the baccalaureate and master levels. Results of research and professional activities will be infused into classroom activities such as community service, research, and grant funded projects. Diversity in all forms including gender, ethnicity, disability, and age will be actively sought and encouraged.

**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 Department of Rehabilitation 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 Department of Rehabilitation 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>All Admitted Students will be assigned to a qualified Advisor</p>	<p>The Chair will compare graduation, retention and persistence rates for 2007-2008 against the figures for 2006-2007 to determine the percentage increase. Data will be maintained in a database and submitted to the Dean's office by the announced deadline.</p>	<p>Clerical assistance and data from the Provost's office.</p>

**UTPA Goal:**

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

**Academic Affairs Objective:**

1.B. The Provost's Office will work with the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking and improving of the key outcome measures associated with enhancing student learning outcomes.

**College/AVP Objective:**

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

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>1.B.The Department of Rehabilitation will establish a systematic methodology for the collection, reporting, and benchmarking of the key outcome measures associated with enhancing student learning outcomes and will improve student learning as measured by these outcomes.</p>	<p>90% of the SLOs for the Undergraduate Program will be achieved.</p> <p>Eighty percent (80%) of the M. S. graduates taking a certification exam will pass on the first try by May 31, 2007.</p>	<p>Increase the use of instructional technology in courses.</p> <p>Maintain accreditation standards for all accredited programs.</p> <p>Encourage faculty development to enhance teaching.</p> <p>Provide state-of-the-art laboratory and Assistive Technology equipment.</p>	<p>The Chair will analyze SLO reports and 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 equipment.</p> <p>Funding for accreditation expenses.</p>

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

**Academic Affairs Objective:** 1.C. The Provost Office will work with the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and improving of the key outcome measures associated with increasing access to our educational programs

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

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>1.C. The Department of Rehabilitation will establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures associated with increasing access to our educational programs and will improve access as measured by these outcomes.</p>	<p>Increase access to the program as compared to 2006-2007 using the key outcome measures:                      a. undergraduate SCH enrollment figures                      b. students involved in research activities with faculty</p>	<p>Utilize the college recruitment committee to increase awareness of college programs.</p> <p>Promote program participation in new student/transfer orientations.</p> <p>Update recruitment materials.</p> <p>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>Develop a new Minor in sign Language.</p> <p>Ensure baseline data is available for all key indicators.</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 students engaged in research activities.</p>

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**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 Department of Rehabilitation 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.	The Department of Rehabilitation 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: 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.	Publicize scholarly productivity successes.  Publicize availability of internal and external sources of funding.  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.	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 both Graduate and Undergraduate research assistants.

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**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 Department of Rehabilitation will establish systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.	Improve the acquisition of external funds as measured by an overall increase in the key outcome indicators: a. number and amount of non-research projects submitted for funding b. number and amount of funded research by faculty c. number of collaborative projects d. amount of revenue generated through entrepreneurial activities e. amount of indirect funding generated	Publicize internal and external sources of funding  Encourage PI's to write paid release time into their externally funded projects.	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.	

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**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 Department of Rehabilitation 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.	Increase by 5% the number of credit and non-credit offerings using the following indicators as compared to the previous year: a. fully online courses b. continuing education programs	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 has been an overall increase in the key outcome measures	Financial support to faculty to develop courses for on line presentation.

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**UTPA Goal:**

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

**Academic Affairs Objective:**

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

**College/AVP Objective:**

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

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>3.B. The Department of Rehabilitation will establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures that measure University participation in professional and community activities and will increase University participation in professional and community activities as measured by these outcomes.</p>	<p>Increase the overall number of activities that demonstrate participation in professional and community activities by 5% as compared to the baseline year of 2006-2007.</p> <ul style="list-style-type: none"> <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</li> </ul>	<p>Publicize outstanding service and major appointments.</p> <p>Publicize events and activities.</p> <p>Reward community and professional activities in program merit process.</p>	<p>The 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>	

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

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

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

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

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
NA	NA	NA	NA	NA

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**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 Department of Rehabilitation 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 courses/ special programs addressing cultural diversity issues in the curriculum	Continue to offer courses which should address cultural diversity at least once per year.  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	

**UTPA Goal:**

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

**Academic**

6.A. The Provost Office will support the Colleges and Departments to establish a systematic methodology for the collection,

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**Affairs Objective:** 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 Department of Rehabilitation 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.

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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>6.B. The Department of Rehabilitation 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>Make 100% of the initial offers to new faculty by February 15, 2008. Fill the Chair/Professor faculty position for AY 2008-2009.</p>	<p>Have Recruitment Plan approved by the Dean's office no later than September 15, 2008.  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 - Rehabilitation

**Unit Mission:** The Department of Rehabilitation is committed to quality and excellence in all areas including teaching, research, professional, University, and community involvement. We are committed to creating and maintaining an environment that fosters the education and mentoring of students at both the baccalaureate and master levels. Results of research and professional activities will be infused into classroom activities such as community service, research, and grant funded projects. Diversity in all forms including gender, ethnicity, disability, and age will be actively sought and encouraged.

**Unit Head:** Thomas Shefcik

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

**Division:** Division of Academic Affairs

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Rehabilitation - Degree Programs - Systematic Methodology - 1.A. The Department of Rehabilitation 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> 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 advisors.</p>	<p><b>Assessment Method:</b> The Chair 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 Department of Rehabilitation will increase graduation, retention, and persistence rates by 1% compared to 2006-2007.</p>	<p>08/29/2008 - 2007-2008 (a) Undergraduate: 42 Graduate: 17 2006-2007 (a) Undergraduate: 28 Graduate: 22</p> <p>2007-2008 (b) Undergraduate: 372 Graduate: 50 2006-2007 (b) Undergraduate: 267 Graduate: 43</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/02/2008 - Rates have increased from 2006-2007. Continue strong advisement so that students continue to graduate as soon as possible.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
All Admitted Students will be assigned to a qualified Advisor			
<p>Dept - Rehabilitation - SLOs - Systematic Methodology - 1.B. The Department of Rehabilitation 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>Assessment Method:</b> The Chair will analyze SLO reports and certification data to determine if the criteria for each measurable outcome have been met.</p> <p><b>Criterion for Success:</b> 90% of the SLOs for the Undergraduate Program will be achieved.</p> <p>Eighty percent (80%) of the M. S. graduates taking a certification exam will pass on the first try by May 31, 2007.</p>	<p>08/29/2008 - 2007-2008 (a) Undergraduate: 7 of 7 Graduate: 3 of 4</p> <p>2006-2007 (a) Undergraduate: 7 of 7 Graduate: 5 of 5</p> <p>2007-2008 (b) Data on Certification pass rate not available to the dept. 2006-2007 (b) Data on Certification pass rate not available to the dept.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/02/2008 - Undergraduate Learning Outcomes continue with strong results. Graduate learning outcomes need revision this year. Also need to revise section (b) as certification pass rates not available to the department.</p>
<p><b>Outcome Status:</b> No Longer Desired</p> <p><b>Strategies:</b> 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>Provide state-of-the-art laboratory and Assistive Technology equipment.</p>			
<p>Dept - Rehabilitation - Access - Systematic Methodology - 1.C. The Department of Rehabilitation 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</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>08/29/2008 - 2007-2008 (a) Undergraduate: 2667 Graduate: 450</p> <p>2006-2007 (a) Undergraduate: 1746 Graduate: 405</p> <p><b>Result Type:</b> Criterion Met</p>	<p>09/02/2008 - Semester credit hours continue to show dramatic increase at Undergraduate level and modest increase in Graduate hours. Increased efforts will go into Graduate Marketing. For</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>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> No Longer Desired</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>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>Develop a new Minor in sign Language.</p> <p>Ensure baseline data is available for all key indicators.</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><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>Undergraduate program continue to add courses to meet student demand.</p>
<p>Dept - Rehabilitation - Scholarly Productivity - Systematic Methodology - 2.A The Department of Rehabilitation 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>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 Department of Rehabilitation will increase the overall number of scholarly activities by TT/Tenured faculty as</p>	<p>08/29/2008 - 2007-2008 (a) 15 (b) 31 (c) 1 (d) 11 2006-2007 (a) 11 (b) 47 (c) 0 (d) 4</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p> <p><b>Resources Needed - Travel:</b> Faculty presentations have decreased. Additional resources for faculty Travel will</p>	<p>09/02/2008 - Results show an increase in refereed journal publications and book chapters. There is a decrease in presentations. The Chair will encourage faculty to seek out additional presentation opportunities.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p><b>Outcome Types:</b> Administrative - Fiscal Year 2008</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>End Date:</b> 05/31/2008</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>Ensure that baseline data for benchmarking is available.</p>	<p>compared to the baseline year of 2006-2007 using the key outcome outcome indicators:</p> <p>a. number of refereed/juried works in journals</p> <p>b. number of state, regional, national and international presentations.</p> <p>c. number of books.</p> <p>d. number of book chapters.</p>	<p>allow addtional presentations.</p>	
<p>Dept - Rehabilitation - Acquisition of External Funds - Systematic Methodology - 2.B.The Department of Rehabilitation will establish systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.</p> <p><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></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> Improve the acquisition of external funds as measured by an overall increase in the key outcome indicators:</p> <p>a. number and amount of non-research projects submitted for funding</p> <p>b. number and amount of funded research by faculty</p> <p>c. number of collaborative projects</p> <p>d. amount of revenue generated through</p>	<p>08/29/2008 - 2007-2008 (a) 7 - \$2,875,655 (b) 6 - \$1,478,694 (c) 1 (d) 0 (e) \$28,379</p> <p>2006-2007 (a) 3 - \$848,275 (b) 8 - \$893,834 (c) 0 (d) 0 (e) \$27,756</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/02/2008 - The department continues to be sucessful in generating external funding.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>No Longer Desired</p> <p><b>Strategies:</b> Publicize internal and external sources of funding</p> <p>Encourage PI?s to write paid release time into their externally funded projects.</p>	<p>entrepreneurial activities</p> <p>e. amount of indirect funding generated</p>	<p>08/29/2008 - 2007-2008 (a) 7 - \$2,875,655 (b) 6 - \$1,478,694 (c) 1 (d) 0 (e) \$28,379</p> <p>2006-2007 (a) 3 - \$848,275 (b) 8 - \$893,834 (c) 0 (d) 0 (e) \$27,756</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/02/2008 - The department continues to be successful in generating external funding.</p>
<p>Dept - Rehabilitation - Credit and Non-credit Course Offerings - Systematic Methodolgy - 3.A. The Department of Rehabilitation 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> No Longer Desired</p> <p><b>Strategies:</b> Encourage faculty to put courses online as appropriate</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: a. fully online courses b. continuing education programs</p>	<p>08/29/2008 - 2007-2008 (a) 3 (b) 0</p> <p>2006-2007 (a) 0 (b) 0</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/02/2008 - The department continues to develop online courses and expects additional offering in this upcoming academic year.</p>
<p>Dept - Rehabilitation - Professional and Community Participation - Systematic Methodology - 3.B. The Department of Rehabilitation 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</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</p>	<p>09/02/2008 - 2007-2008 (a) 14 (b) 14 (c) 10 (d) 1 (e) 11 (f) 7 (h) 8 (i) 565 (j) 5 (k) 3</p> <p>2006-2007 (a) 16 (b) 16 (c) 12 (d) 4 (e) 12 (f) 7 (h) 8 (i) 537(j) 5 (k) 4</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/02/2008 - Increase in total number of activities is 6.8%. Faculty continue to be very active in Professional and community activities.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>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> No Longer Desired</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>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</p> <p>b. number of external co-sponsored events</p> <p>c. number of community-based activities</p> <p>d. number of external proposals to secure funding in collaboration with community groups</p> <p>e. number of memberships on advisory boards</p> <p>f. number of faculty engaged in discipline specific consulting</p> <p>g. number of faculty holding office in professional organizations</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>09/02/2008 - 2007-2008 (a) 14 (b) 14 (c) 10 (d) 1 (e) 11 (f) 7 (h) 8 (i) 565 (j) 5 (k) 3</p> <p>2006-2007 (a) 16 (b) 16 (c) 12 (d) 4 (e) 12 (f) 7 (h) 8 (i) 537(j) 5 (k) 4</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/02/2008 - Increase in total number of activities is 6.8%. Faculty continue to be very active in Professional and community activities.</p>
<p>Dept - Rehabilitation - Access to Inter-American and Global Perspectives - Systematic Methodology - 5.A.The Department of Rehabilitation 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></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> Increase the number of indicator activities as compared to the baseline data for 2006-2007</p> <p>a. number of courses/ special programs addressing cultural diversity issues in the curriculum</p>	<p>09/02/2008 - 2007-2008 (a) 3</p> <p>2006-2007 (a) 3</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>09/02/2008 - The department is maintaining the total number of courses with the expectation to increase by 1 during the 2008/2009 AY.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>06/01/2007  <b>End Date:</b>  05/31/2008  <b>Outcome Status:</b>  No Longer Desired  <b>Strategies:</b>  Continue to offer courses which should address cultural diversity at least once per year.  Collect baseline data</p>		<p>09/02/2008 - 2007-2008 (a) 3  2006-2007 (a) 3  <b>Result Type:</b>  Criterion Met  <b>Next Step:</b>  Continue Current Strategy(s)</p>	<p>09/02/2008 - The department is maintaining the total number of courses with the expectation to increase by 1 during the 2008/2009 AY.</p>
<p>Dept - Rehabilitation - Optimization of Course Offerings - Systematic Methodology - 6.A. The Department of Rehabilitation 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.  <b>Outcome Types:</b>  Administrative - Fiscal Year 2008  <b>Start Date:</b>  06/01/2007  <b>End Date:</b>  05/31/2008  <b>Outcome Status:</b>  No Longer Desired  <b>Strategies:</b>  Review previous enrollments when developing course schedules  Publicize a two-year schedule of course offerings by January 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.  <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>09/02/2008 - 2007-2008 (a) 82 of 85  <b>Result Type:</b>  Criterion Met  <b>Next Step:</b>  Continue Current Strategy(s)</p>	<p>09/02/2008 - Continue to use enrollment data to schedule classes at the best times to maximize enrollment.</p>
<p>Dept - Rehabilitation - Recruiting Qualified Faculty - Systematic Methodology - 6.B. The Department of Rehabilitation will establish</p>	<p><b>Assessment Method:</b>  The Chair will review the the data for the measurable outcomes for this objective and</p>	<p>09/02/2008 - 2007-2008 (a) 0 (b) 0  2006-2007 (a) 3 (b) 0  <b>Result Type:</b></p>	<p>09/02/2008 - There were no offers in 2007-2008. Need to conduct search for Vacant Department Chair</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>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> No Longer Desired</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>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. Fill the Chair/Professor faculty position for AY 2008-2009.</p>	<p>Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>position.</p>
<p>Dept - Rehabilitation - Degree Programs- Systematic Methodolgy - 1.A. The Department of Rehabilitation 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 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 09/01/2008</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b></p>	<p><b>Assessment Method:</b> The Chair will compare graduation and retention rates to the baseline 2007-2008 rates to determine if there is an increase.</p> <p><b>Criterion for Success:</b> The Department of Rehabilitation will increase graduation and retention rates by as compared to 2007-2008</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<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>All Admitted Students will be assigned to a qualified Advisor</p>			
<p>Dept - Rehabilitation - SLO's - Systematic Methodology - 1.B. The Department of Rehabilitation 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  Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b>  09/01/2008</p> <p><b>Outcome Status:</b>  Active/Ongoing</p> <p><b>Strategies:</b>  Increase the use of instructional technology in courses.  Maintain accreditation standards for all accredited programs.  Encourage faculty development to enhance teaching.  Provide state-of-the-art laboratory and Assitive Technology equipment.</p>	<p><b>Assessment Method:</b>  The Chair will analyze SLO reports and certification data to determine if the criteria for each measurable outcome have been met.</p> <p><b>Criterion for Success:</b>  90% of the SLOs for the Undergraduate Program will be achieved.</p> <p>Eighty percent (80%) of the M.S. graduates taking a certification exam will pass on the first try.</p>		
<p>Dept - Rehabilitation - Access - Systematic Methodology - 1.C. The Department of</p>	<p><b>Assessment Method:</b>  The Chair will monitor key indicators for</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Rehabilitation will establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures associated with increasing access as measured by these outcomes.</p> <p><b>Outcome Types:</b>  Administrative - Fiscal Year 2008  Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b>  09/01/2008</p> <p><b>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>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>Develop a new Minor in sign Language.</p> <p>Ensure baseline data is available for all key indicators.</p>	<p>the program and compare figures for against the baseline year 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 2007-2008 using the key outcome measures.  a. undergraduate SCH enrollment figures  b. students involved in research activities with faculty.</p>		
<p>Dept - Rehabilitation - Scholarly Productivity - Systematic Methodology - 2.A. The Department of Rehabilitation will establish systematic methodology for the collection, reporting and benchmarking of the key outcome measures for scholarly productivity and will increase scholarly productivity if its tenured/tenure track faculty as measured by these outcomes.</p>	<p><b>Assessment Method:</b>  The Chair will monitor the key outcome indicators for the program and compare figures against the baseline year 2007-2008 to determine if there has been an overall increase.</p> <p><b>Criterion for Success:</b>  The Department of Rehabilitation will</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 09/01/2008</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> Publicize scholarly productivity successes.</p> <p>Pulicize 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>increase the overall number of scholarly activities TT/Tenured faculty as compared to the baseline year of 2007-2008 using the key outcome indicators:</p> <p>a. number of refereed/juried works in journals</p> <p>b. number of state, regional, national, and international presentations</p> <p>c. number of books</p> <p>d. number of book chapters</p>		
<p>Dept - Rehabilitation - Acquisition of External Funds - Systematic Methodology - 2.B. The Department of Rehabilitation will establish systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 09/01/2008</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> Publicize internal and external sources of funding.</p> <p>Encourage PIs to write paid release time into their externally funded projects.</p>	<p><b>Assessment Method:</b> The Chair will monitor key indicators and compare figures for baseline year 2007-2008 with the current year figures to determine if there has been an overall increase in the key outcome 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> <p>a. number and amount of non-research projects submitted for funding</p> <p>b. number and amount of funded research by faculty</p> <p>c. number of collaborative projects</p> <p>d. amount of revenue generated through entrepreneurial activities</p> <p>e. amount of indirect funding generated</p>		
<p>Dept - Rehabilitation - Credit and Non-</p>			

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>credit Course Offerings - Systematic Methodolgy - 3.A. The Department of Rehabilitation will establish a systematic methodology for collecting, reporting and benchmarking of key outcome measures for credit and non-credit course offerings as measured by these outcomes.</p> <p><b>Outcome Types:</b>  Administrative - Fiscal Year 2008  Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b>  09/01/2008</p> <p><b>Outcome Status:</b>  Active/Ongoing</p> <p><b>Strategies:</b>  Encourage faculty to put courses online as appropriate.</p>	<p><b>Assessment Method:</b>  The Chair will monitor key indicators and will compare figures for baseline year 2007-2008 against the current year to determine if there has been an overall increase in the key outcome measures</p> <p><b>Criterion for Success:</b>  Increase by the number of credit and non-credit offerings using the following indicators as compared to the previous year:  a. fully online courses  b. continuing education programs</p>		
<p>Dept - Rehabilitation - Professional and Community Participation - Systematic Methodology - 3.B. The Department of Rehabilitation 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  Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b>  09/01/2008</p> <p><b>Outcome Status:</b>  Active/Ongoing</p> <p><b>Strategies:</b>  Publicize outstanding service and major appointments.   Publicize events and activities.</p>	<p><b>Assessment Method:</b>  The Chair will monitor key indicators and will compare figures form the baseline year 2007-2008 against the current 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 as compared to the baseline year of 2007-2008.  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</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Reward community and professional activities in program merit process.</p>	<p>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>Dept - Rehabilitation - Access to Inter-American and Global Perspectives - Systematic Methodology - 5.A. The Department of Rehabilitation 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  Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b>  09/01/2008</p> <p><b>Outcome Status:</b>  Active/Ongoing</p> <p><b>Strategies:</b>  Continue to offer courses which should address cultural diversity at least once a year.</p> <p>Collect baseling data.</p>	<p><b>Assessment Method:</b>  The Chair will monitor key indicators and compare figures for baseline year 2007-2008 against the current 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 2007-2008</p> <p>a. number of courses/special programs addressing cultural diversity issues in the curriculum</p>		
<p>Dept - Rehabilitation - Optimization of Course Offerings - Systematic Methodology - 6.A. The Department of Rehabilitation will establish a systematic methodology for collecting, reporting, and benchmarking of key outcome measures for optimizing</p>	<p><b>Assessment Method:</b>  The Chair will review enrollment reports to determine the monitor the filled seats percentage so that filled seats reach an 80% fill rate as compared to the baseline year 2007-2008.</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>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 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 09/01/2008</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 2009</p>	<p><b>Criterion for Success:</b> Increase the number of classes that reach an 80 % fill rate as compared to the baseline year of 2007-2008.</p>		
<p>Dept - Rehabilitation - Recruiting Qualified Faculty - Systematic Methodology - 6.B. The Department of Rehabilitation 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 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 09/01/2008</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 October 1, 2008.</p> <p>Identify alternative venues to post advertisements</p>	<p><b>Assessment Method:</b> The Chair will review 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, 2009.</p>		

