

Administrative and Educational Support Report*

Department of Social Work

**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 Social Work**

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: Héctor Luis Díaz, Ph.D.

Unit Mission: The Department of Social Work is committed to preparing entry-level generalist (BSWs) and advanced professional social workers (MSSWs) to meet the needs of an international community along the Texas-Mexico border. The educational emphasis is on cultural and professional competence, ethical practice, knowledge building and leadership in promoting social and economic justice in a bi-national environment.

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 Social Work 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 Social Work will increase graduation, retention, and persistence rates by 1% compared to 2006-2007.</p>	<ul style="list-style-type: none"> - Every graduate and undergraduate student will be assigned a faculty advisor. - Faculty advisors will meet with each student at least once per semester to discuss their educational plans. - Course schedules will be developed for each semester and summer session that include the courses needed for the students' timely completion of their degrees. - Form a non-academic issues committee to address problems students face that may affect their academic performance. 	<p>The program directors will compare graduation, retention and persistence rates for 2007-2008 against the figures for 2006-2007 to determine the percentage increase. Analyzed data will then be forwarded to the department chair to be included in the department's yearly evaluation report.</p>	<p>None needed at this time.</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.

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 Clinical Laboratory Sciences Program will establish a systematic methodology for the collection, reporting, and benchmarking of the key outcome measures associated with enhancing student learning outcomes and will improve student learning as measured by these outcomes.	At least 80% of the Student Learning Outcomes for the BSW and the MSSW programs will be met.	<ul style="list-style-type: none"> - Ongoing curricular revision - Department chair will review student evaluations of faculty and will work to help them develop better teaching skills through their annual faculty development plans. 	<ul style="list-style-type: none"> - The CQI office will collect data on student learning outcomes at the end of each semester. - During each month of May the BSW and MSSW program directors will retrieve and analyze SLO data from the CQI database to find out to what extent our students have been learning according to expectations. 	None needed at this time.

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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 Department of Social Work 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 BSW and MSSW programs 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. Update recruitment materials. Expand opportunities for students engaged in research activities. Support Student Research Day by identifying courses where students could develop a research project</p>	<p>The Department 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. Increase funding for student 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 Social Work will establish a 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 Social Work will increase the overall number of scholarly activities by TT/Tenured faculty as compared to the baseline year of 2006-2007 using the key outcome indicators: a. number of refereed/juried works in journals b. number of state, regional, national and international presentations. c. number of books. d. number of book chapters.	Identify faculty objectives related to scholarly productivity as part of their individual yearly faculty development plans. Inform faculty members of availability of internal and external funding for research. Provide three credits per semester release time for faculty members active in research and publications during the previous academic year. Facilitate full utilization of research assistants.	The department chair will evaluate each faculty member's development plan at the end of each academic year to determine whether objectives were met. Faculty members' scholarly productivity will be evaluated as part of the annual merit evaluation and the promotion and tenure systems. The Department 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
		A new associate or full professor of social work hired to start working at UTPA on August 2008.		

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 Social Work 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	Publicize internal and external sources of funding Encourage PI's to write paid release time into their externally funded projects. - Department chair will reach out to other institutions to seek collaboration in teaching and research.	The Department 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. Hire a new associate or full professor of social work with a research and publication track record to start working on August 2008.	Three-credit release time from the normal load of 12 credits for faculty engaged in scholarly activity. External funds to buy out faculty members' teaching. Increased funding for research assistants.

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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
	funding generated	<p>Faculty search process will be conducted to hire a faculty member with a track record in teaching, research, publication and/or grantsmanship to replace an outgoing faculty member.</p> <p>A faculty committee will survey students, faculty, alumni and agencies to measure interest and demand for a new graduate and research programs.</p>		

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.

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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>3. A. The Department of Social Work 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>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"> a. fully online courses b. continuing education programs c. weekend classes 	<p>Encourage faculty to put courses online as appropriate</p> <p>Try to form a formal office of continuing education.</p>	<p>The Department 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>Funds to develop more fully online courses.</p> <p>Full time staff position to help us formalize a self supporting office of continuing education.</p>

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.

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Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>3. B. The Department of Social Work will establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures that measure University participation in professional and community activities and will increase University participation in professional and community activities as measured by these outcomes.</p>	<p>Increase the overall number of activities that demonstrate participation in professional and community activities by 5% as compared to the baseline year of 2006-2007.</p> <ul style="list-style-type: none"> a. number of programs with service learning activities b. number of external co-sponsored events c. number of community-based activities d. number of external proposals to secure funding in collaboration with community groups e. number of memberships on advisory boards f. number of faculty engaged in discipline 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>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 Department 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>Additional funds for local and regional travel.</p>

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 Clinical Laboratory Sciences Program will assist in establishing a systematic methodology for collecting, reporting and benchmarking, of the key outcome measures related to improving the pool of qualified applicants as measured in the key outcome measures and will improve the pool of qualified applicants as measured by these outcomes	a. At least 50% of the undergraduate faculty will participate in a recruitment activity in a local high school.	Reward participation in recruitment activities in the merit process.	The BSW program director will keep a record of high schools visited by faculty members for recruitment purposes and will convey this information to the department chair by the end of the academic year.	Increased faculty local travel funds.

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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 Clinical Laboratory Sciences Program will assist in establishing a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured in these outcomes.	Increase the no. of indicator activities as compared to the baseline data for '06-'07 a. number of active international partnerships that yield instructional, research or service benefits to the institution and its faculty b. number of students who study abroad for either credit or non-credit. c. number of faculty with international experiences through Fulbright or similar faculty experiences d. number of visiting international scholars e. number of international presentations f. number of courses/ special programs addressing cultural diversity issues in the curriculum	Assist faculty in acquiring necessary funding for international presentations. Identify and offer appropriate courses addressing cultural diversity Develop inter-institutional agreements between UTPA and other universities or organizations for collaboration in teaching, research and/or service. These institutions may include: UT Brownsville, UT San Antonio, UT Arlington, and Autonomous University of Nuevo Leon.	The Coordinator will monitor key indicators and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures	Funding to allow faculty participation in international activities.

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
<p>6. A. The Department of Social Work 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>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>Review previous enrollments when developing course schedules</p> <p>Publicize a two-year schedule of course offerings by January 2008.</p> <p>Chair, program directors and CQI director will work on progress report to be submitted to CSWE by Dec. 1, 2007.</p>	<p>The program directors 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>Letter from CSWE stating that we have satisfied all the requirements for our reaccreditation.</p>	<p>None needed.</p>

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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 Department of Social Work 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.	Make 100% of the initial offers to new faculty by March 1, 2008.	<p>Have a faculty recruitment Plan approved by the Dean's office no later than September 28, 2007.</p> <p>Identify alternative venues to post advertisements</p>	The Coordinator will review the the data for the measurable outcomes for this objective and determine if all criteria have been met.	Recruitment funds from the Provost's office.

AES FY08 Assessment Results Report

UTPA

Dept - Social Work

Unit Mission: The Department of Social Work is committed to preparing entry-level generalist (BSWs) and advanced professional social workers (MSSWs) to meet the needs of an international community along the Texas-Mexico border. The educational emphasis is on cultural and professional competence, ethical practice, knowledge building and leadership in promoting social and economic justice in a bi-national environment.

Unit Head: Héctor Luis Díaz, Ph.D.

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 - Social Work - Degree Programs - Systematic Methodology - 1. A. The Department of Social Work 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>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date: 05/31/2009</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p> <ul style="list-style-type: none"> - Every graduate and undergraduate student will be assigned a faculty advisor. - Faculty advisors will meet with each student at least once per semester to discuss their educational plans. - Course schedules will be developed for each semester and summer session that include the courses needed for the students timely completion of their degrees. 	<p>Assessment Method: The program directors will compare graduation, retention and persistence rates for 2007-2008 against the figures for 2006-2007 to determine the percentage increase. Analyzed data will then be forwarded to the department chair to be included in the department's yearly evaluation report.</p> <p>Criterion for Success: The Department of Social Work will increase graduation, retention, and persistence rates by 1% compared to 2006-2007.</p>	<p>08/18/2008 - Continuous Quality Improvement System was created. Senior faculty member was appointed to be in charge of it.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p> <hr/> <p>08/18/2008 - The number of bachelor's students who have graduated went from 59 in 2006-2007 to</p>	<p>08/28/2008 - Continue to refine CQI system</p> <hr/> <p>08/28/2008 - We have monitored the number of undergraduate and graduate students in the department that have continued as students and the number of them that have graduated. the number of bachelor's students who have graduated went from 59 in 2006-2007 to 55 in 2007-2008. This represented a 7 % decrease. At the same time, the number of graduating master's students went from 28 in 2006-2007 to 32 in 2007-2008. This represents a 12.5 % increase.</p> <p>Thanks to our retention efforts the number of undergraduate social work majors increased from 198 in 2006-2007 to 246 in 2007-2008. This is a 20 % increase. Similarly, the number of masters social work students increased from 83 to 85 during the same period. This is a 2.3 % increase.</p> <hr/> <p>08/18/2008 - A plan for student recruitment and retention will be</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>- Have the BSW and MSSW program committees address problems students face that may affect their academic performance.</p>		<p>55 in 2007-2008. This represented a 7 % decrease. At the same time, the number of graduating master's students went from 28 in 2006-2007 to 32 in 2007-2008. This represents a 12.5 % increase. Thanks to our retention efforts the number of undergraduate social work majors increased from 198 in 2006-2007 to 246 in 2007-2008. This is a 20 % increase. Similarly, the number of masters social work students increased from 83 to 85 during the same period. This is a 2.3 % increase.</p> <p>When looking at the combined numbers of the bachelor's and masters program, we find that the number of students in the department increased from 281 in 2006-2007 to 331 in 2007-2008. This represents a 15 % increase. The number of graduates in our department remained the same from 2006-2007 to 2007-2008 at 87 students.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Add New Strategy</p>	<p>implemented during the 2008-2009 academic year in an effort to increase the number of students that are admitted to our department and that graduate from our department.</p> <p>Follow-Up: 08/18/2008 - Need to be done before 9/8/08</p>
<p>Dept - Social Work - SLOs - Systematic Methodology - 1.B.The Department of Social Work will establish a systematic methodology for the collection, reporting, and benchmarking of the key outcome measures associated with enhancing student learning outcomes and will improve student learning as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date: 05/31/2009</p> <p>Outcome Status: Active/Ongoing</p>	<p>Assessment Method:</p> <ul style="list-style-type: none"> - The CQI office will collect data on student learning outcomes at the end of each semester. - During each month of May the BSW and MSSW program directors will retrieve and analyze SLO data from the CQI database to find out to what extent our students have been learning according to expectations. <p>Criterion for Success: At least 80% of the Student Learning Outcomes for the BSW and the MSSW programs will be met.</p>	<p>08/28/2008 - During 2006-2007, 5 of 6 undergraduate student learning outcomes were met (83%) while 3 of 6 master's student learning outcomes were met (50%). During 2007-2008, 7 of 9 undergraduate SLO were met (77%) while 4 of 7 graduate SLOs were met (57%).</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Add New Strategy</p>	<p>08/28/2008 - Departmental faculty will review and revise current student learning outcomes to make sure SLOs are pertinent, reasonable and measurable.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Strategies:</p> <ul style="list-style-type: none"> - Ongoing curricular revision - Department chair will review student evaluations of faculty and will work to help them develop better teaching skills through their annual faculty development plans. 			
<p>Dept - Social Work - Access - Systematic Methodology - 1. C. The Department of Social Work will establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures associated with increasing access to our educational programs and will improve access as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date: 05/31/2009</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: Print new recruitment materials.</p>	<p>Assessment Method: The Department 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>Criterion for Success: Increase access to the BSW and MSSW programs 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>08/28/2008 - During 2006-2007 the BSW program produced a total of 1,167 SCHs and the MSW program produced 732. During 2007-2008, the number of SCHs for both programs increased to 1,317 and 750 respectively. The increase for the BSW program was 11.4 % and the increase for the MSW program was 2.4 %.</p> <p>During 2006-2007 departmental faculty had a total of 8 research assistants and during 2007-2008 we had a total of 5. The number of RAs in 2006-2007 was higher than in 2007-2008 given that the hours of given RA positions in 2006-2007 were divided in an effort to hire more students for fewer hours. The amount of money invested in RAs has remained pretty much the same.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>08/28/2008 - Faculty members are being encouraged to write more research proposals and to create more opportunities for research assistants given that the research experience will significantly enhance the students' learning experience.</p>
<p>Develop and implement a department wide recruitment plan.</p> <p>Request and obtain funds from the dean's office for the implementation of the recruitment plan.</p> <p>Increase enrollment in our BSW and MSSW programs by at least 10% in comparison with the previous academic year.</p>			

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Social Work - Scholarly Productivity - Systematic Methodology - 2.A The Department of Social Work will establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date: 05/31/2009</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: Identify faculty objectives related to scholarly productivity as part of their individual yearly faculty development plans.</p> <p>Inform faculty members of availability of internal and external funding for research.</p> <p>Provide three credits per semester release time for faculty members active in research and publications during the previous academic year.</p> <p>Facilitate full utilization of research assistants.</p> <p>A new tenure track or tenured faculty member with a clear research agenda will be hired to start working at UTPA on August 2009.</p>	<p>Assessment Method: The department chair will evaluate each faculty member's development plan at the end of each academic year to determine whether objectives were met.</p> <p>Faculty members' scholarly productivity will be evaluated as part of the annual merit evaluation and the promotion and tenure systems.</p> <p>The Department 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>Criterion for Success: The Department of Social Work will increase the overall number of scholarly activities by TT/Tenured faculty as compared to the baseline year of 2006-2007 using the key outcome indicators:</p> <ol style="list-style-type: none"> number of refereed/juried works in journals number of state, regional, national and international presentations. number of books. number of book chapters. 	<p>08/29/2008 - During 2006-2007 social work faculty members produced 12 refereed articles, 32 conference presentations, and 2 book chapters. The productivity during 2007-2008 showed a decrease in most categories; 6 refereed articles, 19 conference presentations, one book and one book chapter.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>08/29/2008 - Different factors have contributed to this apparent decrease in the faculty's scholarly productivity. During the last two years the department of social work has been in transition. A total of three faculty members have left the department. Two new faculty members have joined the department and are starting to develop a research agenda. One faculty member has not been replaced yet. Furthermore, the time invested by the department chair into getting a book published prevented him from dedicating more time to writing articles for refereed journals. The department would like to fill the current faculty vacancy with a professor who already is scholarly productive.</p>
<p>Dept - Social Work - Acquisition of External</p>			

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Funds - Systematic Methodology - 2. B. The Department of Social Work will establish systematic methodology for the collection, reporting and benchmarking and of key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date: 05/31/2009</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: - The department will increase the number of research grant proposals submitted each year. - Department chair will reach out to other departments, colleges or institutions to seek collaboration in teaching and research. - Department will increase the number of faculty engaged in funded research by at least one faculty member per year.</p>	<p>Assessment Method: The Department 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>Hire a new associate or full professor of social work with a research and publication track record to start working on August 2008.</p> <p>Criterion for Success: Improve the acquisition of external funds as measured by an overall increase in the key outcome indicators: a. number and amount of non-research projects submitted for funding b. number and amount of funded research by faculty c. number of collaborative projects d. amount of revenue generated through entrepreneurial activities e. amount of indirect funding generated</p>	<p>08/29/2008 - The department shows a significant increase in the number of proposals submitted for external funding as well as in the amount of funds requested. The number of proposals submitted increased from 2 in 2006-2007 to 5 in 2007-2008. The amount of funds requested increased from \$285,796 to \$1,074,475 during the same time period. So far, only one proposal out of the five submitted in 2007-2008 has been funded. We are still waiting to hear from the US Department of Health and Human Services related to one of the proposals submitted. The amount of indirect funds generated decreased from \$36,615 in 2006-2007 to \$21,883 in \$2007-2008 due to changes in the funding formulas of the donors.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>08/29/2008 - Department faculty members are being encouraged to continue writing research grant proposals that can generate more indirect revenues and more money for students' financial aid. As previously stated, we are still waiting to hear about the funding decision of one of the proposals submitted during the 2008 summer. We are confident that the amount of grant money coming to the department will increase if we continue with our grant writing.</p>
<p>Dept - Social Work - Credit and Non-credit Course Offerings - Systematic Methodolgy - 3. A. The Department of Social Work 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>Outcome Types: Administrative - Fiscal Year 2008</p>	<p>Assessment Method: The Department 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>Criterion for Success: 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</p>	<p>08/29/2008 - During 2006-2007 no online, weekend courses or continuing education programs were offered by the department. Nevertheless, SOCW 6302-9OL Social Welfare Policy was developed as a fully online course to be offered during the subsequent academic year.</p> <p>During the 2007-2008 academic year three Web-enhanced courses were taught and one more course SOCW 3314 was developed as a fully online course. A continuing education course intended to help social workkrs pass their</p>	<p>08/29/2008 - Fully online courses will be taught through the UT Telecampus System and will be marketed to potential students in the Brownsville and Laredo areas. We will continue to offer the social work licensing exam preparation course and the formal training sessions for agency field instructors.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date: 05/31/2009</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: Increase the number of fully online courses and reduced seating courses, as compared to the previous academic year.</p> <p>Start offering continuing education courses through the new continuing education office being created within the graduate school.</p> <p>Start offering social work courses at off campus sites, if the department receives the necessary resources from the university to do so.</p>	<p>b. continuing education programs</p> <p>c. weekend classes</p>	<p>was developed during the 2007-2008 academic year and was offered twice to UTPA students as well as practicing professionals. Finally, a formal training is offered once a year to local agency instructors who supervise our social work students during their field education experience.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	
<p>Dept - Social Work - Professional and Community Participation - Systematic Methodology - 3. B. The Department of Social Work 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>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date: 05/31/2009</p> <p>Outcome Status: Active/Ongoing</p>	<p>Assessment Method: The Department 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>Criterion for Success: 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</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</p>	<p>08/29/2008 - Departmental statistics show an increase in most areas of faculty involvement in professional and community activities. The following is a breakdown of such activities.</p> <p>The number of external proposals in partnership with community organizations went from 0 in 2006-2007 to 4 in 2007-2008; Membership in organizational boards went from 7 to 10; Consulting went from 1 to 3; Holding office in professional organizations went from 2 to 3; Membership in committees went from 2 to 3; Membership in editorial boards went from 0 to 2; Participation in external accreditation activities stayed at 0 for both academic years; International partnerships went from 0 to 3; and International presentations went from 0 to 4.</p> <p>The total number of activities for 2006-2007 is 12. The total for 2007-2008 is 32. These statistics show a 62.5 % increase.</p>	<p>08/29/2008 - Continue to provide encouragement and support to faculty members engaging in these activities. The department chair will develop yearly faculty development plans in partnership with each faculty member that will identify specific professional expectations. Plans will be evaluated on a yearly basis.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Strategies: Publicize outstanding service and significant appointments.</p> <p>Reward community and professional activities in the annual merit evaluation process.</p>	<p>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>The number of affiliation agreements in our college went from 537 in 2006-2007 to 566 in 2007-2008. This represents a 5.1 % increase.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	
<p>Dept - Social Work - Qualified Applicants - Systematic Methodology - 4. A. The Department of Social Work will assist in establishing a systematic methodology for collecting, reporting and benchmarking, of the key outcome measures related to improving the pool of qualified applicants as measured in the key outcome measures and will improve the pool of qualified applicants as measured by these outcomes</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date: 05/31/2009</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: The department will develop and implement a student recruitment plan that will require the participation of all faculty members. Such plan will be implemented with funding from the university GIT funds.</p>	<p>Assessment Method: The BSW program director will keep a record of high schools visited by faculty members for recruitment purposes and will convey this information to the department chair by the end of the academic year.</p> <p>Criterion for Success: a. At least 50% of the undergraduate faculty will participate in a recruitment activity in a local high school.</p>	<p>08/29/2008 - BSW program director did not keep a record of local high schools visited by program faculty. In spite of this, it seems that recruitment efforts were effective. Enrollment and semester credit hours generated increased about 20% from 2006-2007 to 2007-2008.</p> <p>College recruitment activities went from 0 in 2006-2007 to 14 in 2007-2008.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Travel: An estimated \$5,000 will be needed to pay for the travel expenses of professors doing recruitment particularly if we intend to recruit from out of state</p>	<p>08/29/2008 - Department chair will implement a recruitment plan that will require most faculty to engage in recruitment activities. Proper documentation will be kept.</p>

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<p>Dept - Social Work - Access to Inter-American and Global Perspectives - Systematic Methodology - 5. A. The Department of Social work will assist in establishing a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured in these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date: 05/31/2009</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: Assist faculty in acquiring necessary funding for international presentations.</p>	<p>Assessment Method: The Coordinator will monitor key indicators and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p>Criterion for Success: Increase the no. of indicator activities as compared to the baseline data for ?06-?07</p> <p>a. number of active international partnerships that yield instructional, research or service benefits to the institution and its faculty</p> <p>b. number of students who study abroad for either credit or non-credit.</p> <p>c. number of faculty with international experiences through Fulbright or similar faculty experiences</p> <p>d. number of visiting international scholars</p> <p>e. number of international presentations</p> <p>f. number of courses/ special programs addressing cultural diversity issues in the curriculum</p>	<p>08/29/2008 - Significant accomplishments achieved during 2007-2008 not present during the previous academic year include 1. The signing of an interinstitutional agreement to co-sponsor the "Social Perspectives" refereed academic journal in partnership with universities from Mexico and the United States. This new journal offers new opportunities for scholarship to our faculty members. 2. A new master's level course entitled: Social Work with Minority Populations was developed and taught for the first time. 3. A new full professor with vast international social work experience (Dr. Sharon Pittman) was added to the social work faculty. 4. The master's program faculty members have been working on the development of a new concentration in the area of international community administration and development.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>08/29/2008 - The department will continue to infuse international and global perspectives and programs.</p>
<p>Teach our graduate course "Social Work with Diverse Populations" on an ongoing basis.</p> <p>Develop and teach a diversity course at the undergraduate level on an ongoing basis.</p> <p>Develop and teach a course in international social work.</p> <p>Develop inter-institutional agreements between UTPA and other universities or organizations for collaboration in teaching, research and/or service. These institutions may include: UT Brownsville, UT San Antonio, UT Arlington, and Autonomous University of Nuevo Leon.</p>			

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Social Work - Optimization of Course Offerings - Systematic Methodology - 6. A. The Department of Social Work 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>Assessment Method: The program directors 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>08/29/2008 - During 2007-2008, 53 out of 56 scheduled courses (or 94.6 % of the courses) filled to at least 80 % capacity. Result Type: Criterion Met Next Step: Continue Current Strategy(s)</p>	<p>08/29/2008 - The department will continue to recruit students and to schedule courses in a way that responds to students' time needs.</p>
<p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date: 05/31/2009</p> <p>Outcome Status: Active/Ongoing</p>	<p>Letter from CSWE stating that we have satisfied all the requirements for our reaccreditation.</p> <p>Criterion for Success: 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>Strategies: Offer more online courses.</p> <p>Offer more reduced seating courses.</p> <p>Offer courses off campus if needed resources become available.</p> <p>Schedule courses during times that are most convenient for our students.</p>			
<p>Dept - Social Work - Recruiting Qualified Faculty - Systematic Methodology - 6. B. The Department of Social Work will establish a systematic methodology for the collection, reporting, and benchmarking of key outcome measures related to recruiting quality faculty and will increase the recruiting of qualified faculty as measured by these outcomes.</p>	<p>Assessment Method: The Coordinator will review the the data for the measurable outcomes for this objective and determine if all criteria have been met.</p> <p>Criterion for Success: Make 100% of the initial offers to new faculty by March 1 of each academic year.</p>	<p>08/29/2008 - Three faculty members were hired during the 2006-2007 academic year. These include: the department chair, the director of field education and a lecturer. One full professor was hired during the 2007-2008 academic year. All faculty searches and hiring decisions were made in a timely manner and in accordance to the predetermined faculty recruitment plans. Extensions on the dates of the recruitment plans</p>	<p>08/29/2008 - Department faculty and chair will continue to adhere to predetermined faculty recruitment plans.</p>

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<p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 06/01/2008</p> <p>End Date: 05/31/2009</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: Have a faculty recruitment Plan approved by the Deans office no later than October 1, 2008.</p> <p>Identify alternative venues to post advertisements.</p> <p>Interview qualified applicants and make job offers by February of each academic year in which a faculty search is conducted.</p>		<p>were requested only in instances in which the initial offer was not accepted or the initially selected candidate changed his/her mind.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	