

Administrative and Educational Support Report

College of Social and Behavioral Sciences

**Annual Action Plan
Annual Assessment Report**

June 2007 – May 2008



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

Unit: **College of Social and Behavioral Sciences**

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: Van A. Reidhead

Unit Mission: Teach the body of knowledge and the critical thinking skills of the social and behavioral sciences; to add to this base of knowledge and skills through high-quality research; and to utilize the knowledge and skills in service to the local and professional communities of south Texas and the nation. The mission of the College is accomplished with: Excellence of teaching that utilizes pedagogically sound techniques, that is based on the principles of academic freedom, and that helps students to become committed to life-long learning, critical thinking, social involvement, and to dealing ethically and empathetically with others, Scholarship that promotes collaboration in the discovery, testing, and dissemination of knowledge and that can improve the social conditions of our society, region, the global community and our professions. Service based on principles of collegial decision-making that contributes to the well-being of UTPA, the respective professions of the College, and the regional, national and international communities.

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 Social and Behavioral Sciences (CSBS) 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. CSBS will assist the departments to establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures associated with continuance of students (graduation, retention, persistence) and will improve continuance of students in degree programs as measured by these outcomes.</p>	<p>CSBS 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>Advising materials will be made available online for all college majors.</p>	<p>The Dean's office will compare graduation, retention and persistence rates for 2007-2008 against the figures for 2006-2007 to determine the percentage increase.</p>	<p>Clerical assistance and data from the Provost's office.</p>

UTPA Goal:

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

Academic Affairs Objective:

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

College/AVP Objective:

1.B. CSBS 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
1.B. CSBS 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.	90% of the SLOs for the college will be achieved.	<p>Encourage faculty development to enhance teaching.</p> <p>Assist all departments in reviewing, and improving as necessary, student learning outcome assessment methods.</p> <p>Review results from student learning outcomes reports each semester and make any necessary changes to the curriculum</p>	The Dean's office will analyze SLO reports to determine if the criteria for each measurable outcome have been met.	None.

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. CSBS 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. CSBS will assist the departments to establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures associated with increasing access to our educational programs and will improve access as measured by these outcomes.</p>	<p>Increase access to our education programs as compared to 2006-2007 using the key outcome measures:</p> <ul style="list-style-type: none"> a. undergraduate and graduate SCH enrollments b. number of students involved in research activities with faculty c. number of faculty engaged in teaching development activities. 	<p>Utilize the college recruitment committee to increase awareness of college programs.</p> <p>Promote college participation in new student/transfer orientations.</p> <p>Provide support to update recruitment materials.</p> <p>Expand opportunities for students engaged in research activities.</p> <p>Continue to support student participation in the College Conference.</p> <p>Continue to support faculty teaching development in the College Conference.</p> <p>Advocate for new faculty positions in areas of need.</p> <p>Ensure baseline data is available for all key indicators.</p>	<p>The Dean's office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.</p>	<p>Increase funding for college recruitment.</p> <p>Increase funding for student engagement in research activities.</p> <p>Increase new faculty positions.</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 CSBS will support the departments to 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.

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 CSBS will support the departments to establish systematic methodology for the collection, reporting and benchmarking of the key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.	<p>CSBS 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> <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>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>Continue to support the Summer Writing Institute Grant program (SWIG).</p>	<p>The Dean's office will monitor the key outcome indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase.</p>	<p>Increased release time for faculty engaged in scholarly activity.</p> <p>Increased funding for research assistants.</p>

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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. CSBS 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
<p>2.B. CSBS 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.</p>	<p>Improve the acquisition of external funds as measured by an overall increase in the key outcome indicators:</p> <ul style="list-style-type: none"> 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 f. number of college and cross-campus research and learning groups organized 	<p>Dean's office will support faculty in identifying funding sources and organizing faculty, staff, and community resources for engagement in project and proposal planning and submission.</p> <p>Dean's office will support post-award business management of grants and contracts for PI's, centers, etc.</p> <p>Build capacity of the college research support center.</p> <p>Publicize internal and external sources of funding</p> <p>Encourage PIs to write</p>	<p>The Dean's office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.</p>	<p>Seed money for revenue generating activities. Money to support funded PI's, centers, etc.</p>

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
	and supported.	<p>paid release time into their externally funded projects.</p> <p>Increase revenue generating activities such as Continuing Education Unit.</p> <p>Evaluate the internal GRANT program and recommend action for improvement, continuation as is, or termination.</p> <p>Increase number of external funding proposals submitted.</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. CSBS will assist departments in establishing a systematic methodology for collecting, reporting and benchmarking of key outcome measures for credit and non-credit course offerings and will increase credit and non-credit course offerings as measured by these outcomes.

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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
3.A. CSBS will assist departments in establishing a systematic methodology for collecting, reporting and benchmarking of key outcome measures for credit and non-credit course offerings and will increase credit and non-credit course offerings as measured by these outcomes.	<p>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 and reduced seat time courses b. continuing education programs 	<p>Dean's office will provide incentives for faculty to develop fully online courses.</p> <p>Advocate for flexible class scheduling/format.</p> <p>Provide mentoring on conducting continuing education programs.</p>	The Dean's office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures	Funding for incentives for faculty to develop fully online courses.

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

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
3.B. CSBS will assist departments in establishing a systematic methodology for collecting, reporting and	Increase the overall number of activities that demonstrate participation in professional and community activities by 5% as	Advocate for funding for a university coordinator for service learning activities.	The Dean's office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there	None.

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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>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>compared to the baseline year of 2006-2007.</p> <ul style="list-style-type: none"> a. number of students involved in service learning activities b. number of research and entrepreneurial activities that meet contemporary community needs (e.g. WorkForce contracting) c. number of community-based activities e. number of memberships on mutual advisory organizations g. number of faculty holding office in professional organizations or participating in the organizing and conducting activities such as conferences, panels, and planning. 	<p>Publicize events and activities.</p> <p>Encourage departments to more closely monitor and reward community and professional activities in their merit process.</p>	<p>has been an overall increase in the key outcome measures</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.

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College/AVP Objective:

4.A. CSBS 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 CSBS will assist departments in establishing a systematic methodology for collecting, reporting and benchmarking, of the key outcome measures related to improving the pool of qualified applicants as measured in the key outcome measures and will improve the pool of qualified applicants as measured by these outcomes.	<p>Provide teacher training in Government/Political Science, Culture, Globalization, or other critical knowledge skills needed in the global society.</p> <p>Provide at least one summer program in Global Security and Leadership.</p>	<p>Promote departmental involvement in teacher training.</p> <p>Provide external support for the summer program in Global Security and Leadership.</p>	The Dean's office will obtain verification of departmental activity for each of the measurable outcomes for this objective and verify that all criteria have been met.	Funding for PK-16 programming.

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. CSBS 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 increase activities in global learning and research and enhance access to inter-American and global perspectives as measured in these outcomes.

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Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>5.A. CSBS will assist departments in establishing a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured in these outcomes.</p>	<p>Increase the number of indicator activities as compared to the baseline data for 2006-2007:</p> <ul style="list-style-type: none"> a. number and diversity of affiliation of participants in international week and Pan American days b. number of active international partnerships that yield instructional, research or service benefits to the institution and its faculty c. number of courses/ special programs addressing cultural diversity issues in the curriculum d. number of extra-curricular activities such as speakers, colloquia, and faculty/staff seminars presented. e. number of proposals submitted or participated in as co-PI's, researchers, student assistants, etc. 	<p>Dean's office will provide assistance in establishing active international partnerships in college and across campus.</p> <p>Encourage departments to address cultural diversity and global knowledge skill development throughout the curriculum.</p>	<p>The Dean's office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p>	<p>Funding to support faculty participation in international activities.</p>

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UTPA Goal:

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

**Academic
Affairs
Objective:**

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

**College/AVP
Objective:**

6.A. CSBS 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. CSBS will assist departments in establishing a systematic methodology for collecting, reporting, and benchmarking of key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.</p>	<p>a. Baseline data will be collected on the difference between scheduled seats and filled seats during AY 2007-2008.</p> <p>b. Summer course offerings will be monitored to achieve optimal number of sections measured by course and seating capacity to achieve more cost-effective allocation of faculty funding to achieve the number of sections needed.</p>	<p>Dean's office monitors and approves proposed course schedules.</p> <p>Publicize a two-year schedule of course offerings by January 2008.</p>	<p>The Dean's office will review reports from each department to determine the difference between scheduled seats and filled seats during the fall, spring, and summer semester semesters and terms.</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. CSBS 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. CSBS 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 50% of the initial offers to new faculty by February 15, 2008.	<p>Departments with open faculty positions will have Recruitment Plans approved by the Dean's office no later than September 15, 2008.</p> <p>Dean's office will coordinate the posting of advertisements.</p>	The Dean's office will review the data for the measurable outcomes for this objective and determine if all criteria have been met.	<p>a. Continuation of recruitment budget from the Provost's office.</p> <p>b. Funds needed from Provost's office for visa applications for foreign hires.</p> <p>b. Start-up funds needed from Provost's office for new faculty hires.</p>

FY08 AES Assessment Results Report

UTPA

Admin - College of Social and Behavioral Sciences

Division: Division of Academic Affairs

College: College of Social and Behavioral Sciences

Unit Head: Van A. Reidhead

Unit Mission: Teach the body of knowledge and the critical thinking skills of the social and behavioral sciences; to add to this base of knowledge and skills through high-quality research; and to utilize the knowledge and skills in service to the local and professional communities of south Texas and the nation. The mission of the College is accomplished with: Excellence of teaching that utilizes pedagogically sound techniques, that is based on the principles of academic freedom, and that helps students to become committed to life-long learning, critical thinking, social involvement, and to dealing ethically and empathetically with others, Scholarship that promotes collaboration in the discovery, testing, and dissemination of knowledge and that can improve the social conditions of our society, region, the global community and our professions. Service based on principles of collegial decision-making that contributes to the well-being of UTPA, the respective professions of the College, and the regional, national and international communities.

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Admin - College of Social and Behavioral Sciences - Access to Inter-American and Global Perspectives - Systematic Methodology - 5.A. CSBS will assist departments in establishing a systematic methodology for the collection, reporting and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured in these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p>Start Date: 09/01/2007</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: 1. Dean's office will provide assistance in establishing active international partnerships in college and across campus.</p>	<p>Assessment Method: The Dean's office will monitor key indicators for each of the departments and compare figures over successive years to determine if there has been an overall increase in the key outcome measures</p> <p>Criterion for Success: Increase the number of indicator activities as compared to the baseline data for 2006-2007:</p> <p>A.1. Participants in international week and Pan American days</p> <p>A.2. Number of active international partnerships that yield instructional, research or service benefits to the institution and its faculty</p> <p>A.3. Number of students who study abroad and foreign students studying at UTPA</p> <p>A.5. Number of faculty with international experiences through Fulbright or related (one-week to one-year) program</p>	<p>10/31/2008 - Faculty in the Criminal Justice and Political Science departments participated in international week during Pan American days. Faculty within the Political Science, Sociology and Psychology/Anthropology programs participated in UTPA's study abroad programs to offer courses and learning experiences abroad. Criminal Justice and the college's global security studies initiative brought international speakers to our campus. The Public Administration program is planning instructional assistance for nonprofit social service organizations in Mexico. Each program addresses cultural diversity in its coursework, particularly Sociology.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/31/2008 - We plan to refine our criteria for success to more efficiently monitor our goal.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>2. Encourage departments to address cultural diversity and global knowledge skill development throughout the curriculum.</p>	<p>experiences A.6. Number of international presentations.</p>	<p>10/31/2008 - Faculty in the Criminal Justice and Political Science departments participated in international week during Pan American days. Faculty within the Political Science, Sociology and Psychology/Anthropology programs participated in UTPA's study abroad programs to offer courses and learning experiences abroad. Criminal Justice and the college's global security studies initiative brought international speakers to our campus. The Public Administration program is planning instructional assistance for nonprofit social service organizations in Mexico. Each program addresses cultural diversity in its coursework, particularly Sociology. Result Type: Criterion Met Next Step: Continue Current Strategy(s)</p>	<p>10/31/2008 - We plan to refine our criteria for success to more efficiently monitor our goal.</p>
<p>Admin - College of Social and Behavioral Sciences - Degree Programs - Systematic Methodology - 1.A. CSBS will assist the departments to establish a systematic methodology for collecting, reporting and benchmarking of the key outcome measures associated with continuance of students (graduation, retention, persistence) and will improve continuance of students in degree programs as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008</p> <p>Start Date: 06/01/2007</p> <p>End Date: 05/31/2008</p> <p>Outcome Status: No Longer Desired</p> <p>Strategies: 1. All students will be advised by a trained</p>	<p>Assessment Method: The Dean's office will compare graduation, retention and persistence rates for 2007-2008 against the figures for 2006-2007 to determine the percentage increase.</p> <p>Criterion for Success: CSBS will increase graduation, retention, and persistence rates by 1% compared to 2006-2007.</p>	<p>10/31/2008 - For the Fall 2002 student cohort, 10.3% graduated within 4 years an additional 23.4% in 5 years and an additional 31.9% in 6 years. For the Fall 2003 student cohort, 13.1% graduated within 4 years and an additional 26.4% in 5 years. For the Fall 2004 student cohort, 10.3% graduated within 4 years. We have no data on retention or persistence rates. Result Type: Criterion Met Next Step: Continue Current Strategy(s)</p>	<p>10/31/2008 - The assessment method needs to be re-defined to match the data we are able to obtain. Our college 4- and 5-year graduation rate did increase slightly from the freshman classes of 2002 to 2003. This may be due to the intensive freshman and sophomore student advisement programs initiated on our campus.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>faculty advisor and/or the college advisement center.</p> <p>2. Advising materials will be made available online for all college majors.</p>			
<p>Admin - College of Social and Behavioral Sciences - Acquisition of External Funds - Systematic Methodology - 2.B. CSBS 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.</p> <p>Outcome Types: Administrative - Fiscal Year 2008</p> <p>Start Date: 06/01/2007</p> <p>End Date: 05/31/2008</p> <p>Outcome Status: No Longer Desired</p> <p>Strategies:</p> <p>1. Dean?s office will support faculty in identifying funding sources and organizing faculty, staff, and community resources for engagement in project and proposal planning and submission.</p> <p>2. Dean?s office will support post-award business management of grants and contracts for PI?s, centers, etc.</p>	<p>Assessment Method: The Dean?s office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.</p> <p>Criterion for Success: 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>f. number of college and cross-campus research and learning groups organized and supported.</p>	<p>10/31/2008 - a,b,c: in FY 2008, 8 research proposals were submitted, three of which were collaborative, for funding, and 4 were funded at a total of \$961,572 for the college.</p> <p>d. one entrepreneurial contract generated \$92,136 in funding.</p> <p>e. \$20,688 in indirect costs were paid to the university.</p> <p>f. 5 cross-campus research/learning groups were organized: working with non-profit organizations, homeland security, high performance computing, solar energy, and open source intelligence.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/31/2008 - The college's goal is to continue to facilitate the development of extramural grants and contracts.</p>
<p>3. Build capacity of the college research support center.</p> <p>4. Publicize internal and external sources of funding</p>			

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>5. Encourage PIs to write paid release time into their externally funded projects.</p> <p>6. Increase revenue generating activities such as Continuing Education Unit.</p> <p>7. Evaluate the internal GRANT program and recommend action for improvement, continuation as is, or termination.</p> <p>8. Increase number of external funding proposals submitted.</p>			
<p>Admin - College of Social and Behavioral Sciences - Professional and Community Participation - Systematic Methodology - 3.B. CSBS will assist departments in establishing a systematic methodology for collecting, reporting and benchmarking of the key outcome measures that measure University participation in professional and community activities and will increase University participation in professional and community activities as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008</p> <p>Start Date: 06/01/2007</p> <p>End Date: 05/31/2008</p> <p>Outcome Status: No Longer Desired</p> <p>Strategies:</p> <ol style="list-style-type: none"> Advocate for funding for a university coordinator for service learning activities. Publicize events and activities. 	<p>Assessment Method: The Dean's office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p>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> <ol style="list-style-type: none"> number of students involved in service learning activities number of research and entrepreneurial activities that meet contemporary community needs (e.g. WorkForce contracting) number of community-based activities number of memberships on mutual advisory organizations 	<p>10/31/2008 - Students involved in service learning activities increased from FY 2007 to 336 by FY 2008. One entrepreneurial activity occurred each of the two years, but others were in the planning stages. A number of faculty were engaged in community-based activities, but these were not carefully documented. At least five faculty held offices in professional organizations during the time period.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Add New Strategy</p>	<p>10/31/2008 - Measurement of this objective will be re-evaluated and data more systematically collected.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
3. Encourage departments to more closely monitor and reward community and professional activities in their merit process.	g. number of faculty holding office in professional organizations or participating in the organizing and conducting activities such as conferences, panels, and planning.	10/31/2008 - Students involved in service learning activities increased from FY 2007 to 336 by FY 2008. One entrepreneurial activity occurred each of the two years, but others were in the planning stages. A number of faculty were engaged in community-based activities, but these were not carefully documented. At least five faculty held offices in professional organizations during the time period. Result Type: Inconclusive Next Step: Add New Strategy	10/31/2008 - Measurement of this objective will be re-evaluated and data more systematically collected.
<p>Admin - College of Social and Behavioral Sciences - Recruiting Qualified Faculty - Systematic Methodology - 6.B. CSBS 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>Outcome Types: Administrative - Fiscal Year 2008</p> <p>Start Date: 06/01/2007</p> <p>End Date: 05/31/2008</p> <p>Outcome Status: No Longer Desired</p> <p>Strategies:</p> <p>1. Departments with open faculty positions will have Recruitment Plans approved by the Dean's office no later than September 15, 2008.</p> <p>2. Dean's office will coordinate the posting of advertisements.</p>	<p>Assessment Method: The Dean's office will review the data for the measurable outcomes for this objective and determine if all criteria have been met.</p> <p>Criterion for Success: Make 50% of the initial offers to new faculty by February 15, 2008.</p>	<p>10/31/2008 - This objective was met for tenure-track faculty positions.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/31/2008 - Strategies currently in place to advertise and to interview prospective candidates early in the academic year, will be continued.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Admin - College of Social and Behavioral Sciences - Access - Systematic Methodology - 1.C. CSBS will assist the departments to establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures associated with increasing access to our educational programs and will improve access as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008</p> <p>Start Date: 06/01/2007</p> <p>End Date: 05/31/2008</p> <p>Outcome Status: No Longer Desired</p> <p>Strategies:</p> <ol style="list-style-type: none"> Utilize the college recruitment committee to increase awareness of college programs. Promote college participation in new student/transfer orientations. Provide support to update recruitment materials. Expand opportunities for students engaged in research activities. Continue to support student participation in the College Conference. Continue to support faculty teaching development in the College Conference. Advocate for new faculty positions in areas of need. Ensure baseline data is available for all key indicators. 	<p>Assessment Method: The Dean's office will monitor key indicators for each of the departments and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures.</p> <p>Criterion for Success: Increase access to our education programs as compared to 2006-2007 using the key outcome measures:</p> <ol style="list-style-type: none"> undergraduate and graduate SCH enrollments number of students involved in research activities with faculty number of faculty engaged in teaching development activities. 	<p>10/31/2008 - a. Fall 2007 SCH increased to 27,648, up 4% from Fall 2006 SCH for the college. Spring 2007 SCH increased to 27,317, up 11.5% from Spring 2006 SCH for the college. The SCH growth occurred in the undergraduate program offerings.</p> <p>b. Students involved with research activities with faculty increased to 264 in FY 2008, up 56% from the previous year.</p> <p>c. While many faculty were engaged in development activities, this activity was not monitored.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/31/2008 - Increase in SCH may be associated with the college's refinement of current programs and additions of new programs. Some of the new programs require students to participate in research projects. Our plan is to continue to develop these types of programs to grow SCH and facilitate student participation in research. We need to evaluate whether to monitor faculty involvement in development activities.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Admin - College of Social and Behavioral Sciences - Qualified Applicants - Systematic Methodology - 4.A. The CSBS will assist departments in establishing a systematic methodology for collecting, reporting and benchmarking, of the key outcome measures related to improving the pool of qualified applicants as measured in the key outcome measures and will improve the pool of qualified applicants as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008</p> <p>Start Date: 06/01/2007</p> <p>End Date: 05/31/2008</p> <p>Outcome Status: No Longer Desired</p> <p>Strategies:</p> <ol style="list-style-type: none"> Promote departmental involvement in teacher training. Provide external support for the summer program in Global Security and Leadership. 	<p>Assessment Method: The Dean's office will obtain verification of departmental activity for each of the measurable outcomes for this objective and verify that all criteria have been met.</p> <p>Criterion for Success: Provide teacher training in Government/Political Science, Culture, Globalization, or other critical knowledge skills needed in the global society.</p> <p>Provide at least one summer program in Global Security and Leadership.</p>	<p>10/31/2008 - The Political Science Department continues its leadership position in educating future public school social science teachers. Global security studies were presented to high school students and the university community. A summer study abroad program was provided for UTPA students in Morocco.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/31/2008 - Plans to expand global security studies include initiating a new undergraduate minor and a new master's program.</p>
<p>Admin - College of Social and Behavioral Sciences - Optimization of Course Offerings - Systematic Methodology - 6.A. CSBS will assist departments in establishing a systematic methodology for collecting, reporting, and benchmarking of key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.</p> <p>Outcome Types: Administrative - Fiscal Year 2008</p> <p>Start Date:</p>	<p>Assessment Method: The Dean's office will review reports from each department to determine the difference between scheduled seats and filled seats during the fall, spring, and summer semester semesters and terms.</p> <p>Criterion for Success:</p> <ol style="list-style-type: none"> Baseline data will be collected on the difference between scheduled seats and filled seats during AY 2007-2008. Summer course offerings will be monitored to achieve optimal number of 	<p>10/31/2008 - For the Fall 2007 and Spring 2008 semesters, the class size reports from the registrar's office showed that the maximum enrollment targeted for classes in the college closely matched the number of students who enrolled in those classes.</p> <p>Our analyses showed that dollars generated through the SCH generated from summer course offerings exceeded salaries paid to faculty teaching summer courses.</p> <p>Result Type: Criterion Met</p> <p>Next Step:</p>	<p>10/31/2008 - The results suggested that strategies currently in place are effective in filling courses that are scheduled.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>06/01/2007 End Date: 05/31/2008 Outcome Status: No Longer Desired Strategies: 1. Dean's office monitors and approves proposed course schedules. 2. Publicize a two-year schedule of course offerings by January 2008.</p>	<p>sections measured by course and seating capacity to achieve more cost-effective allocation of faculty funding to achieve the number of sections needed.</p>	<p>Continue Current Strategy(s)</p>	