

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

**Department of Psychology and Anthropology**

**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 Psychology and Anthropology**

**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:** Wendy James-Aldridge

**Unit Mission:** The Department of Psychology and Anthropology is committed to excellence in instruction, student performance, research, scholarly accomplishment and professional services. The department is committed to providing effective instructional opportunities for all students at the University, regardless of area of concentration. It also seeks to nurture and support the scholarly and creative activities of its faculty, to maintain currency of knowledge in the field, and extend the boundaries of human knowledge and understanding.

**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 student continuance in 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 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.

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.A. The Department of Psychology and	P&A will increase graduation, retention, and	All majors will be assigned to an	The department will compare graduation, retention and	Appropriate data from the Provost’s and

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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
Anthropology (P&A) will, with assistance from other key offices, establish a systematic methodology for collecting, reporting and benchmarking 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.	persistence rates by 1% compared to 2006-2007.	experienced faculty advisor once they have completed 60 hours.  Advising materials will be made available online for all P&A majors.	persistence rates for 2007-2008 against the figures for 2006-2007 to determine the percentage increase.	Dean's offices.

**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.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 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.

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 P&A will, with assistance from other	100% of the SLOs for the department will be	External assessment of psychology's core	The department chair will review SLO reports to determine if the	None.

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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>key offices, 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>achieved. The number of faculty engaged in teaching development activities will increase over 2006-2007.</p>	<p>course, PSY 1310 Introduction to Psychology, will be revised to incorporate the evaluation of two additional THECB Exemplary Objectives.  Validity of research methodology SLO in psychology will be examined. Correlations between instructor assigned grades and independent reader evaluations of students' PSY 3325 papers will be calculated.  Faculty will be encouraged to enhance their teaching methods.</p>	<p>criteria for each measurable outcome have been met. The results will be reported to faculty.  The number of faculty participating in teaching development activities for 2007-2008 will be compared with the number for 2006-2007.</p>	

**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.C. The Provost's Office will work with the Colleges (and departments) to establish a systematic methodology for the collection, reporting, benchmarking, and improving 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 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. P&amp;A will establish, with assistance from other key offices, a methodology for the collection, reporting, and benchmarking of 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 psychology and anthropology programs as compared to 2006-2007 using the key outcome measures:</p> <ul style="list-style-type: none"> <li>a. written full proposal for PhD program in clinical psychology</li> <li>b. undergraduate and graduate SCH enrollments</li> <li>c. number of students involved in research activities with faculty</li> </ul>	<p>New recruiting materials will be developed for both the BA and BS psychology degree programs.</p> <p>New recruiting materials will be developed for the MA in clinical and experimental psychology programs.</p> <p>New recruiting materials will be developed for the BA in anthropology program.</p> <p>Continue to encourage student participation at College Conference.</p> <p>Hiring additional qualified faculty where numbers and program needs warrant it.</p>	<p>Key outcome measures will be compared for 2007-2008 against the previous year.</p>	<p>Support for printing costs.</p> <p>Some support for student engagement in research activities.</p> <p>Funds for one or more new faculty positions in psychology.</p>

**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 improving the production and dissemination of scholarly and creative works as measured by key outcome measures.

**College/AVP**

2.A. CSBS will support the departments to establish a systematic methodology for the collection, reporting and benchmarking of

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**Objective:** 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 Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
2.A. P&A will establish, with assistance from other key offices, systematic methodology for the collection, reporting and benchmarking of key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.	<p>P&amp;A will increase the overall number of scholarly activities by tenured and tenure-track faculty as compared to the 2006-2007 academic year using the key outcome indicators:</p> <ul style="list-style-type: none"> <li>a. number of referred works in journals.</li> <li>b. number of state, regional, national and international presentations.</li> <li>c. number of books.</li> <li>d. number of book chapters.</li> </ul>	<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>Support course schedules that facilitate research efforts.</p> <p>Facilitate full utilization of research assistants.</p> <p>Continue to encourage participation in the COSBS Summer Writing Institute Grant program (SWIG).</p>	<p>Key outcome indicators will be compared for 2007-2008 against those for the previous year.</p>	<p>Possible increases in faculty release time.</p> <p>Increased funding for research assistants.</p>

**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 improving 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 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. P&amp;A will establish, with assistance from other key offices, systematic methodology for the collection, reporting and benchmarking 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"> <li>a. number and amount of non-research projects submitted for funding</li> <li>b. number and amount of funded research by faculty</li> <li>c. number of collaborative projects</li> <li>d. amount of revenue generated through entrepreneurial activities</li> <li>e. amount of indirect funding generated</li> <li>f. number of college and cross-campus research and learning groups organized and supported.</li> </ul>	<p>P&amp;A, with assistance from the Dean’s office, will help faculty in identifying funding sources and organizing faculty, staff, and community resources for engagement in project and proposal planning and submission.</p> <p>Faculty will be made aware of Dean’s office willingness to support post-award business management of grants and contracts for PIs, centers, etc.</p> <p>Publicize internal and external sources of funding</p> <p>Encourage PIs to write paid release time into their externally funded projects.</p> <p>Increase revenue generating activities such as Continuing Education Unit.</p>	<p>P&amp;A will monitor key indicators for the department 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>None beyond anticipated college level support for faculty grant writing and post-award management.</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
		Revise department reward structure to encourage an increase in number of external funding proposals submitted.		

**UTPA Goal:**

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

**Academic Affairs Objective:**

3.A. The Provost’s Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking of increases in 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 key outcome measures for credit and non-credit course offerings and will increase credit and non-credit course offerings as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
3.A. P&A will establish, with assistance from other key offices, a systematic methodology for collecting, reporting and benchmarking key outcome measures for credit and non-credit course offerings and will increase credit and non-credit course offerings as measured by these	Increase by 5% the number of credit and non-credit offerings using the following indicators as compared to the previous year:  a. fully online and reduced seat time courses  b. continuing education programs	P&A will work with Dean’s office to provide incentives for faculty to develop fully online courses.  Advocate for flexible class scheduling/format.  Provide mentoring on conducting continuing education programs.	P&A will monitor key indicators for the department 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.

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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
outcomes.				

**UTPA Goal:**

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

**Academic Affairs Objective:**

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

**College/AVP Objective:**

3.B. CSBS will assist departments in establishing a systematic methodology for collecting, reporting and benchmarking of 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 Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
3.B. P&A will establish, with assistance from other key offices, a systematic methodology for collecting, reporting and benchmarking 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	<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> <p>a. number of students involved in service learning activities</p> <p>b. number of research and entrepreneurial activities that meet contemporary community needs (e.g.</p>	<p>Encourage greater use of resources provided by Career Placement Services for locating internship opportunities for students.</p> <p>Publicize community related events and activities.</p> <p>More closely monitor and reward community and professional activities in the merit process.</p>	P&A will monitor key indicators for the department and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures	None.

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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
outcomes.	WorkForce contracting) c. number of community-based activities d. number of memberships on advisory organizations e. number of faculty holding office in professional organizations or participating in the organizing and conducting activities such as conferences, panels, and planning.			

**UTPA Goal:**

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

**Academic Affairs Objective:**

5.A. The Provost's Office will support the Colleges and Departments to establish a systematic methodology for collecting, reporting, benchmarking, and enhancing access to inter-American and global perspectives as measured in 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.

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
5.A. P&A will establish, with assistance from	Increase the number of indicator activities as	Dean's office will provide P&A assistance in	P&A will monitor key indicators for the department and compare	Funding to support faculty participation in

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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>other key offices, a systematic methodology for the collection, reporting and benchmarking of key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured by these outcomes.</p>	<p>compared to the baseline data for 2006-2007:</p> <p>a. number of participants in international week and Pan American days</p> <p>b. number of active international partnerships that yield instructional, research or service benefits to the department and its faculty</p> <p>c. number of courses/ special programs addressing cultural diversity issues in the curriculum</p> <p>d. number of extra-curricular activities such as speakers, colloquia, and faculty/staff seminars presented.</p> <p>e. number of proposals submitted or participated in as co-PIs, researchers, student assistants, etc.</p>	<p>establishing active international partnerships in college and across campus.</p> <p>Encourage faculty to address cultural diversity and global knowledge skill development throughout the curriculum.</p>	<p>figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p>	<p>international activities.</p>

UTPA Goal:

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

Academic

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

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**Affairs Objective:** reporting and benchmarking of optimizing 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 key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
6.A. P&A will establish, with assistance from other key offices, a systematic methodology for collecting, reporting, and benchmarking key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.	<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>P&amp;A office monitors and approves proposed course schedules.</p> <p>P&amp;A will support development of a two-year schedule of course offerings by January 2008.</p>	P&A will review reports from each program to determine the difference between scheduled seats and filled seats during the fall, spring, and summer semester semesters and terms.	None.

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

**Academic Affairs Objective:** 6.B. The Provost’s 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.

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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>6.B. P&amp;A will establish, with assistance from other key offices, a systematic methodology for the collection, reporting, and benchmarking of key outcome measures related to recruiting quality faculty and will increase the recruiting of qualified faculty as measured by these outcomes.</p>	<p>Make 50% of the initial offers to new faculty by February 15, 2008.</p>	<p>P&amp;A will have Recruitment Plans approved by the Dean's office no later than October 1, 2007.</p> <p>P&amp;A will work with the dean's office to coordinate the posting of advertisements.</p>	<p>P&amp;A will review the data for the measurable outcomes for this objective and determine if all criteria have been met.</p>	<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>c. Start-up funds needed from Provost's office for new faculty hires.</p>

# AES FY08 Assessment Results Report

## UTPA

### Dept - Psychology & Anthropology

**Unit Mission:** The Department of Psychology and Anthropology is committed to excellence in instruction, student performance, research, scholarly accomplishment and professional services. The department is committed to providing effective instructional opportunities for all students at the University, regardless of area of concentration. It also seeks to nurture and support the scholarly and creative activities of its faculty, to maintain currency of knowledge in the field, and extend the boundaries of human knowledge and understanding.

**Unit Head:** Wendy James-Aldridge

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

**Division:** Division of Academic Affairs

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Psychology &amp; Anthropology - Degree Programs - Systematic Methodology - 1.A. The Department of Psychology and Anthropology (P&amp;A) will, with assistance from other key offices, establish a systematic methodology for collecting, reporting and benchmarking the key outcome measures associated with continuance of students (graduation, retention, persistence) and will improve continuance of students in degree programs as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. All majors will be assigned to an experienced faculty advisor once they have completed 60 hours. 2. Advising materials will be made available online for all P&amp;A majors.</p>	<p><b>Assessment Method:</b> The department will compare graduation, retention and persistence rates for 2007-2008 against the figures for 2006-2007 to determine the percentage increase.</p> <p><b>Criterion for Success:</b> P&amp;A will increase graduation, retention, and persistence rates by 1% compared to 2006-2007.</p>	<p>11/01/2008 - First year retention rates: Fall 06 EF cohort Anthropology = 116.7% (N = 7) Psychology = 59.2% (N = 71) First year retention rates: Fall 07 EF cohort Anthropology = 160.0% (N = 8) Psychology = 73.3% (N = 85) First Year Retention Rate increases exceeded 1%</p> <p>Second year retention rates: Fall 06 EF cohort Anthropology = 100.00% (N = 6) Psychology = 55.0% (N = 66) Second Year Retention Rate change awaiting additional data for Fall 07 cohort</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>11/01/2008 - These numbers will become more interesting as the Fall 06 cohort enters their junior year and begins to have more direct contact with their major discipline. In the meantime, we will continue to visit UNIV 1301 classes, high school college nights, freshman orientations, etc. to make students aware of our offerings in psychology and anthropology. We wil continue to need help obtaining these figures, however.</p>
	<p><b>Assessment Method:</b> P&amp;A will compare graduation and retention rates over successive years to determine the percentage increase.</p> <p><b>Criterion for Success:</b> 1. improve student retention 2. increase 4-, 5- ad 6-year graduation rates 3. [if appropriate in a given year] improve pass rates on Gatekeeper courses.</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Psychology &amp; Anthropology - SLOs - Systematic Methodology - 1.B P&amp;A will, with assistance from other key offices, establish a systematic methodology for the collection, reporting and benchmarking of the key outcome measures associated with enhancing student learning outcomes and will improve student learning as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. External assessment of psychology's core course, PSY 1310 Introduction to Psychology, will continue to incorporate the evaluation of four THECB Exemplary Objectives. 2. Small N results from prior years will be combined to produce a larger overall N from major assessment outcomes. 3. Faculty will be encouraged to enhance their teaching methods, especially in any areas in which programmatic weaknesses appear.</p>	<p><b>Assessment Method:</b> The department chair will review SLO reports to determine if the criteria for each measurable outcome have been met. The results will be reported to faculty.</p> <p>The number of faculty participating in teaching development activities for 2007-2008 will be compared with the number for 2006-2007.</p> <p><b>Criterion for Success:</b> 100% of the SLOs for the department will be achieved.</p> <p>The number of faculty engaged in teaching development activities will increase over 2006-2007.</p>	<p>11/01/2008 - All SLOs for Core Assessment were met. The assessment instrument for PSY 1310 was revised to incorporate items evaluating two additional THECB Exemplary Objectives. All content-related major SLOs were met. A SLO related to student placement was not met. Validity coefficients for research methods assessment technique: Interobserver correlations: SLO 1 = .56, SLO 2 = .35, SLO 3 = .38 Correlation bet SLO rating &amp; course grade: SLO 1 = .60, SLO 2 = .47, SLO 3 = .64 Data on number of faculty engaged in teaching development was not collected.</p> <p><b>Result Type:</b> Inconclusive</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>11/01/2008 - Assessment reports were sent to all faculty. Validity of second direct measure of each psychology SLO appears to be good.</p> <p>Will probably no longer try to explicitly track number of faculty in teaching development activities; information not routinely collected at either department or college level and activity is heavily dependent on campus availability of activities rather than faculty initiative per se.</p>
<p>1. External assessment of psychology's core course, PSY 1310 Introduction to Psychology, will continue to incorporate the evaluation of four THECB Exemplary Objectives.</p> <p>2. Small N results from prior years will be combined to produce a larger overall N from major assessment outcomes.</p> <p>3. Faculty will be encouraged to enhance their teaching methods, especially in any areas in which programmatic weaknesses appear.</p>	<p><b>Assessment Method:</b> P&amp;A will determine if the criteria for each measurable outcome have been met. The results will be reported to the faculty.</p> <p><b>Criterion for Success:</b> 100% of the SLOs for the department will be achieved. Strategies will be developed to improve student learning.</p>	<p>08/29/2008 - Success rates on 6 criteria across 3 SLOs: 91%, 100%, 82%, 82%, 82%, 82% Results have been reported to faculty. Data on number of faculty engaged in teaching development activities pending.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>08/29/2008 - need to devise a better method of sampling of our graduating seniors; only a small number completed the exit exam. Faculty have been made aware of assessment results.</p>
<p>Dept - Psychology &amp; Anthropology - Access - Systematic Methodology - 1.C. P&amp;A will</p>	<p><b>Assessment Method:</b> Key outcome measures will be compared for</p>	<p>11/01/2008 - c. number of students involved in research activities with faculty:</p>	<p>11/01/2008 - will continue our efforts in each of these areas.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>establish, with assistance from other key offices, a methodology for the collection, reporting, and benchmarking of key outcome measures associated with increasing access to our educational programs and will improve access as measured by these outcomes.</p>	<p>2007-2008 against the previous year.  <b>Criterion for Success:</b>            Increase access to our psychology and anthropology programs as compared to 2006-2007 using the key outcome measures:</p>	<p>06-07: 47 psychology; 12 anthropology            07-08: 32 psychology; 15 anthropology            slightly fewer students involved.  <b>Result Type:</b>            Inconclusive  <b>Next Step:</b>            Continue Current Strategy(s)</p>	
<p><b>Outcome Types:</b>            Administrative - Fiscal Year 2008            Administrative - Fiscal Years 2009 - 2011  <b>Start Date:</b>            06/01/2007  <b>Outcome Status:</b>            Active/Ongoing  <b>Strategies:</b>            1. New recruiting materials will be developed for both the BA and BS psychology degree programs when deemed appropriate.            2. New recruiting materials will be developed for the MA in clinical and experimental psychology programs when deemed appropriate.            3. New recruiting materials will be developed for the BA in anthropology program when deemed appropriate.            4. Continue to encourage student participation at College Conference.            5. Hiring additional qualified faculty where numbers and program needs warrant it.</p>	<p>a. written full proposal for PhD program in clinical psychology            b. undergraduate and graduate SCH enrollments            c. number of students involved in research activities with faculty</p>	<p>09/01/2008 - a. PhD proposal on tentative hold, pending action on other campus proposals            b. undergraduate SCH 07-08 down -3.8%; graduate SCH 07-08 up 8%            c. pending data from annual faculty evaluations  <b>Result Type:</b>            Inconclusive  <b>Next Step:</b>            Continue Current Strategy(s)</p>	<p>11/01/2008 - Draft of PhD proposal is being prepared.             Will try to make more use of adjunct faculty to supplement enrollment when faculty lines become vacant.</p>
	<p><b>Assessment Method:</b>            P&amp;A will monitor key indicators for successive years to determine if there has been an overall increase in the key outcome measures.  <b>Criterion for Success:</b>            1. undergraduate and graduate SCH enrollments.            2. paid and unpaid experiential educational experiences.            3. number of students involved in research activities with faculty.            4. proposal submitted for PhD program in clinical psychology.</p>		
<p>Dept - Psychology &amp; Anthropology - Scholarly Productivity - Systematic Methodology - 2.A. P&amp;A will establish, with assistance from other key offices, systematic methodology for the collection, reporting and benchmarking of key outcome</p>	<p><b>Assessment Method:</b>            Key outcome indicators will be compared for 2007-2008 against those for the previous year.  <b>Criterion for Success:</b></p>	<p>11/01/2008 - a. # refereed works in journals:            06-07 Psych 13, Anth 2            07-08 Psych 21, Anth 3                      increase            b. # presentations            06-07 Psych 32, Anth 15</p>	<p>11/01/2008 - We will continue to encourage scholarly achievement to the extent that resources allow us to.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. Publicize availability of internal and external sources of funding. 2. Advocate for release time for faculty who demonstrate high levels of scholarly activity. 3. Support course schedules that facilitate research efforts. 4. Facilitate full utilization of research assistants. 5. Continue to encourage participation in the COSBS Summer Writing Institute Grant program (SWIG).</p>	<p>P&amp;A will increase the overall number of scholarly activities by tenured and tenure-track faculty as compared to the 2006-2007 academic year using the key outcome indicators:</p> <p>a. number of referred works in journals. b. number of state, regional, national and international presentations. c. number of books. d. number of book chapters.</p>	<p>07-08 Psych 31, Anth 12      slight decrease</p> <p>c. # book 06-07 Psych 1, Anth 0 07-08 Psych 0, Anth 0      slight decrease</p> <p>d. # book chapters 06-07 Psych 0, Anth 4 07-08 Psych 2, Anth 2      overall equivalent</p> <p><b>Result Type:</b> Criterion Met <b>Next Step:</b> Continue Current Strategy(s)</p>	
	<p><b>Assessment Method:</b> P&amp;A will monitor the key outcome indicators over successive years to determine if there has been an overall increase.</p> <p><b>Criterion for Success:</b> P&amp;A will increase the overall number of scholarly activities by tenured and tenure-track faculty as compared to the baseline year of 2006-2007 using the following key outcome indicators:</p> <p>1. number of refereed works in journals. 2. number of state, regional, national, and international presentations. 3. number of books. 4. number of book chapters. 5. percentage of tt/tenured faculty contributing works, by rank.</p>		
<p>Dept - Psychology &amp; Anthropology - Acquisition of External Funds - Systematic Methodology - 2.B. P&amp;A will establish, with assistance from other key offices, systematic methodology for the collection,</p>	<p><b>Assessment Method:</b> P&amp;A will monitor key indicators for the department and compare figures for 2007-2008 against the previous year to determine</p>	<p>11/01/2008 - a. non-research projects submitted = 0 b. research proposals submitted 07-08 = 2 (\$99,720)</p>	<p>11/01/2008 - Faculty are keenly aware of need for more activity in this area. Will continue with current strategies and keep trying.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>reporting and benchmarking of key outcome measures for the acquisition of external funds and will improve the acquisition of external funds as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. P&amp;A, with assistance from the Dean's office, will help faculty in identifying funding sources and organizing faculty, staff, and community resources for engagement in project and proposal planning and submission. 2. Faculty will be made aware of Dean's office willingness to support post-award business management of grants and contracts for PIs, centers, etc.</p>	<p>if there has been an overall increase in the key outcome measures.</p> <p><b>Criterion for Success:</b> Improve the acquisition of external funds as measured by an overall increase in the key outcome indicators:</p> <p>a. number and amount of non-research projects submitted for funding</p> <p>b. number and amount of funded research by faculty</p>	<p>c. collaborative projects = exact numbers not known; several projects d. revenue = \$0; tentatively planned anthropology continuing education course didn't materialize. e. indirect funding = \$0 f. research and learning groups = exact numbers not known; several projects</p> <p><b>Result Type:</b> Inconclusive</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	
<p>3. Publicize internal and external sources of funding</p> <p>4. Encourage PIs to write paid release time into their externally funded projects.</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><b>Assessment Method:</b> P&amp;A will monitor key indicators over successive years to determine if there has been an overall increase in the key outcome measures.</p> <p><b>Criterion for Success:</b> Improve the acquisition of external funds as measured by an overall increase in the following key outcome indicators:</p> <p>1. number and amount of non-research projects submitted for funding. 2. amount of funded projects by faculty 3. number of collaborative projects 4. number of students actively participating in funded and unfunded research projects.</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Psychology &amp; Anthropology - Credit and Non-credit Course Offerings - Systematic Methodology - 3.A. P&amp;A will establish, with assistance from other key offices, a systematic methodology for collecting, reporting and benchmarking key outcome measures for credit and non-credit course offerings and will increase credit and non-credit course offerings as measured by these outcomes.</p>	<p><b>Assessment Method:</b> P&amp;A will monitor key indicators for the department and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p><b>Criterion for Success:</b> Increase by 5% the number of credit and non-credit offerings using the following indicators as compared to the previous year:</p>	<p>11/01/2008 - a. 07-08: Psych 2 fully online; Anth 4 fully online, 1 reduced seat time (data not available for 06-07)</p> <p>b. 07-08 Tentatively planned anthropology course did not materialize.</p> <p><b>Result Type:</b> Inconclusive</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>11/01/2008 - Enrollment in online course offerings is high. We will encourage faculty to offer more online and reduced seat classes, where those are appropriate.</p>
<p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b></p>	<p>a. fully online and reduced seat time courses</p> <p>b. continuing education programs</p>		
<p>1. P&amp;A will work with Dean's office to provide incentives for faculty to develop fully online and reduced seat courses.</p> <p>2. Advocate for flexible class scheduling/format.</p> <p>3. If appropriate, explore noncredit course options.</p>	<p><b>Assessment Method:</b> P&amp;A will monitor key indicators over successive years to determine if there has been an overall increase in the key outcome measures.</p> <p><b>Criterion for Success:</b> An increase in the number of fully online and reduced seat time courses offered.</p> <p>Creation of a non-degree course, if an appropriate opportunity presents itself.</p>		
<p>Dept - Psychology &amp; Anthropology - Professional and Community Participation - Systematic Methodology - 3.B. P&amp;A will establish, with assistance from other key offices, a systematic methodology for collecting, reporting and benchmarking key outcome measures that measure University participation in professional and community activities and will increase University participation in professional and community</p>	<p><b>Assessment Method:</b> P&amp;A will monitor key indicators for the department and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p><b>Criterion for Success:</b> Increase the overall number of activities that demonstrate participation in</p>	<p>11/01/2008 - a. # students in service learning 06-07: Psych = 2, Anth = 195 07-08: Psych = 25, Anth = 281</p> <p>b. entrepreneurial activities Our department doesn't do this kind of thing much; or least it is not reported.</p> <p>c. many of these are probably included in a. above</p> <p>d. data not available</p>	<p>11/01/2008 - We need better definitions of these activities and, if we are going to be keeping track of them, need to solicit this information from faculty on a routine basis in a simple form.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>activities as measured by these outcomes.</p> <p><b>Outcome Types:</b>  Administrative - Fiscal Year 2008  Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b>  06/01/2007</p> <p><b>Outcome Status:</b>  Active/Ongoing</p> <p><b>Strategies:</b>  1. Encourage greater use of resources provided by Career Placement Services for locating internship opportunities for students.  2. Publicize community related events and activities.  3. More closely monitor and reward community and professional activities in the merit process.</p>	<p>professional and community activities by 5% as compared to the baseline year of 2006-2007.</p> <p>a. number of students involved in service learning activities</p> <p>b. number of research and entrepreneurial activities that meet contemporary community needs (e.g. WorkForce contracting)</p> <p>c. number of community-based activities</p> <p>d. number of memberships on advisory organizations</p> <p>e. number of faculty holding office in professional organizations or participating in the organizing and conducting activities such as conferences, panels, and planning.</p>	<p>e. # faculty holding office  06-07: Psych 3, Anth 2  07-08: Psych 1, Anth 0</p> <p><b>Result Type:</b>  Inconclusive</p> <p><b>Next Step:</b>  Continue Current Strategy(s)</p>	
	<p><b>Assessment Method:</b>  P&amp;A will monitor key indicators and compare figures over successive years to determine if there has been an overall increase in the key outcome measures.</p> <p><b>Criterion for Success:</b>  Increase in the overall number of activities that demonstrate participation in professional and community activities as compared to the baseline year of 2006-2007.</p> <p>a. number of students involved in service learning activities coordinated through the University.</p> <p>b. number of faculty on advisory organizations or communities/groups, whether local, regional, or state which are not directly tied to their profession.</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
	c. number of faculty engaged in discipline-specific external consulting.		
<p>Dept - Psychology &amp; Anthropology - Access to Inter-American and Global Perspectives - Systematic Methodology - 5.A. P&amp;A will establish, with assistance from other key offices, a systematic methodology for the collection, reporting and benchmarking of key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> 1. Dean's office will provide P&amp;A assistance in establishing active international partner- ships in college and across campus. 2. Encourage faculty to address cultural diversity and global knowledge skill development throughout the curriculum.</p>	<p><b>Assessment Method:</b> P&amp;A will monitor key indicators for the department and compare figures for 2007-2008 against the previous year to determine if there has been an overall increase in the key outcome measures</p> <p><b>Criterion for Success:</b> Increase the number of indicator activities as compared to the baseline data for 2006-2007:</p> <p>a. number of participants in international week and Pan American days</p> <p>b. number of active international partnerships that yield instructional, research or service benefits to the department and its faculty</p> <p>c. number of courses/ special programs addressing cultural diversity issues in the curriculum</p> <p>d. number of extra- curricular activities such as speakers, colloquia, and faculty/staff seminars presented.</p> <p>e. number of proposals submitted or participated in as co-PIs, researchers, student assistants, etc.</p> <p><b>Assessment Method:</b> P&amp;A will monitor key indicators and compare figures over successive years to determine if there has been an overall increase in the key outcome measures.</p> <p><b>Criterion for Success:</b></p>	<p>11/01/2008 - a. The number of participants from our department is about the same as last year's</p> <p>b. Made a number of contacts/had two joint meetings with institution in Nuevo Leon.</p> <p>c. We have a large number of courses in both psychology and anthropology that address cultural diversity.</p> <p>d.-e. Several research projects and/or presentations, e.g., to Annual COSBS Conference that included binational participants or emphasized inter-American or global issues.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>11/01/2008 - We do a lot of this, but need to do a more systematic job of documenting it.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
	<p>Increase the number of indicator activities as compared to the baseline data for 2006-2007.</p> <p>a. 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 students who study abroad and foreign students studying at UTPA.  d. number of faculty with international experiences through Fulbright or related (one-week to one-year) program experiences.  e. number of international presentations.</p>		
<p>Dept - Psychology &amp; Anthropology - Optimization of Course Offerings - Systematic Methodology - 6.A. P&amp;A will establish, with assistance from other key offices, a systematic methodology for collecting, reporting, and benchmarking key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.</p> <p><b>Outcome Types:</b>  Administrative - Fiscal Year 2008  Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b>  06/01/2007</p> <p><b>Outcome Status:</b>  Active/Ongoing</p> <p><b>Strategies:</b>  1. P&amp;A office monitors and approves proposed course schedules.</p>	<p><b>Assessment Method:</b>  P&amp;A will review reports from each program to determine the difference between scheduled seats and filled seats during the fall, spring, and summer semester semesters and terms.</p> <p><b>Criterion for Success:</b>  a. Baseline data will be collected on the difference between scheduled seats and filled seats during AY 2007-2008.  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><b>Assessment Method:</b>  P&amp;A will review data to optimize enrollments in our courses.</p> <p><b>Criterion for Success:</b></p>	<p>09/01/2008 - a. will need assistance retrieving baseline data for 07-08. Note added on 11/01/08: These numbers are so negligible that detailed tracking really isn't needed.  b. summer enrollments were monitored. Additional sections were added where warranted.</p> <p><b>Result Type:</b>  Criterion Met</p> <p><b>Next Step:</b>  Continue Current Strategy(s)</p>	<p>11/01/2008 - We are doing just about all we can on both a. and b. Once courses are assigned to a classroom, faculty are asked to open their maximum enrollments to match the room's seating capacity as long as the increase doesn't compromise pedagogical integrity. Enrollment in summer sections is always monitored closely. Courses are canceled (rarely needed) or new sections opened (when possible) as appropriate.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>2. P&amp;A will support development of a two-year schedule of course offerings by January 2008.</p>	<p>a. develop a two-year schedule of courses each January  b. optimize the match between scheduled seats and filled seats for each course section.  c. minimize the number of classes that are not funded due to class size.</p>		
<p>Dept - Psychology &amp; Anthropology - Recruiting Qualified Faculty - Systematic Methodology - 6.B. P&amp;A will establish, with assistance from other key offices, a systematic methodology for the collection, reporting, and benchmarking of key outcome measures related to recruiting quality faculty and will increase the recruiting of qualified faculty as measured by these outcomes.</p> <p><b>Outcome Types:</b>  Administrative - Fiscal Year 2008  Administrative - Fiscal Years 2009 - 2011</p>	<p><b>Assessment Method:</b>  P&amp;A will review the data for the measurable outcomes for this objective and determine if all criteria have been met.</p> <p><b>Criterion for Success:</b>  Make 50% of the initial offers to new faculty by February 15, 2008.</p>	<p>09/01/2008 - 2 tenure-track searches were closed prior to February 15.  An offer was made for our continuing lecturer position on February 18 (very close!)</p> <p><b>Result Type:</b>  Criterion Met</p> <p><b>Next Step:</b>  Continue Current Strategy(s)</p>	<p>11/01/2008 - We are trying to learn from our experiences with our unsuccessful searches for the two tenure-track positions. We are advertising in more places, in print and electronically, and for longer periods of time, than we did last time. We have also obtained permission to advertise each of the positions at open rank, allowing us more flexibility in the review process.</p>
<p><b>Start Date:</b>  06/01/2007</p> <p><b>Outcome Status:</b>  Active/Ongoing</p> <p><b>Strategies:</b>  1. P&amp;A will have Recruitment Plans approved by the Dean's office no later than October 1, 2007.</p> <p>2. P&amp;A will work with the dean's office to coordinate the posting of advertisements.</p>	<p><b>Assessment Method:</b>  P&amp;A will review the data for the measureable outcomes for this objective and determine if all criteria have been met.</p> <p><b>Criterion for Success:</b>  a. make initial offers (on first round recruiting) to new faculty by February 15.  b. increase percentage of hires yielded from open faculty positions.  c. keep recently hired faculty for five years or more.  d. increase percentage of new hires who have email accounts set up and are in possession of office keys on date of hire.  e. increase percentage of new hires who have computers and network access by the first day of New Faculty Orientation.</p>		

<b>Intended Outcomes</b>	<b>Means of Assessment &amp; Criteria for Success / Tasks</b>	<b>AES Assessment Results</b>	<b>Use of Result &amp; Follow-Up</b>