

# Administrative and Educational Support Report\*

Department of Chemistry

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 Chemistry**

**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: **Dr. Hassan Ahmad**

**Unit Mission:** The Department of Chemistry is committed to the mission of providing quality education in the process of preparing students for graduate work or careers in chemistry and the biomedical sciences. The department strives to fulfill its mission by offering a program that leads to an undergraduate, graduate, major or minor in chemistry. In addition, the department prepares students for admission to schools of dentistry, pharmacy, and medicine. The department also offers a program that leads to teacher certification. The chemical curriculum is designed to introduce students to the fundamental fields of chemistry and provides opportunities for chemical research. The department is committed to engaging in its activities of teaching, research and professional service in an environment of academic freedom. The Department of Chemistry at The University of Texas – Pan American provides an excellent program and helps the university fulfill its responsibility of providing high quality academic programs for the people of this region and the State of Texas.

**UTPA Goal:** 1. Provide UTPA students with a quality experience that enables them to complete their educational goals in a timely fashion.

**Academic Affairs Objective:** 1.A. The Provost 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 COSE Dean's Office will work with its department chairs to establish a systematic methodology for collecting, reporting, and benchmarking of the key outcome measures associated with 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
<b>Objective 1.A</b>	<p>Increase 4 year graduation rate by 1% for the Department of Chemistry.</p> <p>Increase the freshman retention rate by 3%.</p> <p>Increase the sophomore retention rate by 2%.</p> <p>Increase the junior retention rate by 1%.</p>	<p>a. Establish a tracking system to verify that each student gets advisement before registering each semester.</p> <p>b. Have each student update his/her degree plan each semester.</p>	Achievement of the increases in 3 of the 4 measures. The department of Chemistry will collect data from the AAMS Center, from Professional Guidance Counselors and from faculty.	none
	Assist Chemistry majors in continuance programs by posting in a public place the cycling of courses for a 2 year time frame By October 1, 2007.	The department will post in Science building and on the web page flyers showing the 2 year cycle of courses required for the major.	Department chair will place a question on the exit interviews for graduating majors if the cycling of courses was available to them. And ask if the cycling of courses impacted their time to graduation.	None

**UTPA Goal:**

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

**Academic Affairs Objective:**

1.B. 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 enhancing student learning outcomes.

**College/AVP Objective:**

1.B. The College of Science and Engineering 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
<b>Objective 1.B</b>	By October 15, 2007, The department will have a plan of reporting of assessment results to the COSE.	Department Chair will report to the Dean its assessment results on the student learning outcomes.	The department of Chemistry should meet 70% or more of their student learning outcomes. A plan to address the results of this assessment will be submitted by June 1 each year.	None
	By October 15, 2007 Department of Chemistry will submit this information to the COSE.	The Department of Chemistry will identify a review mechanism for their majors such as licensure exams, student satisfaction with the preparation, employer satisfaction or other.	At least one measure of the learning outcomes for each major will be used by the faculty in curriculum development.	Cost of the external exams: 30 students X \$25 = \$750/major.

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

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

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<b>Objective 1.C</b>	Exceed the University growth rates in Undergraduate SCH production and the number of students enrolled in our	Chemistry faculty will be presented the data on the past 5 years of enrollments in UG, SCH production by	Use the 12 <sup>th</sup> day of class official student census data as provided by OIRE in comparing the UTPA with the COSE growth numbers. Data will only be used for the Fall	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
	majors by at least 5%.	Department of Chemistry, and SCH production per faculty FTE.	2007 and Spring 2008 enrollments.	

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:

Objective 1.D. The Provost Office will establish at least 2 teaching improvement workshops each semester to encourage faculty to improve their classroom effectiveness.

College/AVP Objective:

1.D: The COSE will work with the departments to encourage and reward faculty members who participate in professional development workshops in the area of teaching effectiveness.

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
<b><u>Objective 1.D</u></b>	Have each department establish a benchmark goal for the participation of faculty in professional development activities related to teaching effectiveness. The College goal is that 50% of the faculty will participate each year.	Have each department verify that professional development is explicitly included in the Annual Evaluation Criteria for that	The Provost is seeking to provide 2 workshops per semester. At least 75 faculty members from the COSE should attend at least one of these workshops as indicated by the sign-in sheets.	More clerical help in the Dean's Office to monitor this activity.

**UTPA Goal:** 2. Become an outstanding research institution emphasizing collaborative partnerships and entrepreneurship.

**Academic Affairs Objective:** 2.A. The Provost's Office will support the Colleges and Departments to establish systematic methodology for the collection, reporting, benchmarking, and to improve the production and dissemination of scholarly and creative works as measured by key outcome measures.

**College/AVP Objective:** 2.A. The College of Science and Engineering will support its departments to establish systematic methodology for the collection, reporting, and benchmarking of the key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty, as measured by these outcomes.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<b>Objective 2.A</b>	The department of Chemistry will compile the data and share it with the COSE Dean's Office by October 1, 2007.	Our department will use the COSE template for reporting the scholarly works outcomes before the Annual Faculty Evaluation deadline, September 10, 2007.	Evaluation of the Chemistry faculty productivity in scholarly works can be compared to our peer and aspirant institutions.	None

**UTPA Goal:** 2. Become an outstanding research institution emphasizing collaborative partnerships and entrepreneurship.

**Academic Affairs Objective:** 2.B. The Provost's Office will support the Colleges and Departments to establish systematic methodology for the collection, reporting, benchmarking, and to improve the acquisition of external funds as measured by key outcome measures, and will increase the acquisition of external funds, as measured by the key outcome measures.

**College/AVP Objective:** 2.B. The College of Science and Engineering will assist its 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.

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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
<b><u>Objective 2.B</u></b>	The departments of chemistry will establish benchmarks of its performance in these areas for future performance measure.	Establish data base on Chemistry department's performance in: <ul style="list-style-type: none"> <li>f. The number of active intra- and inter-University collaborative projects.</li> <li>g. Standardized number of disclosures, patents, product licenses/marketed patents, and amount of revenue generated</li> <li>h. Standardized students participating in funded and unfunded research projects.</li> <li>i. Number of entrepreneurial activities.</li> </ul>	Our department will present benchmarks of current performance and set targets for improvements by May 2008.	None.

**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 and to increase credit and non-credit course offerings as measured in the key outcome measures.

**College/AVP  
Objective:**

3.A The College of Science and Engineering will assist its departments in establishing a systematic methodology for collecting, reporting, and benchmarking of key outcomes for credit and non-credit course offerings and will increase credit and non-credit 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><b>Objective 3.A</b> The Department of Chemistry will seek to provide a variety of offerings in a flexible manner to facilitate attendance by non-traditional students.</p>	<p>a. Number of alternatively scheduled academic offerings (weekend, online courses)</p>	<ul style="list-style-type: none"> <li>– The College will ask Department chairs to schedule courses in a flexible manner.</li> <li>– The College will seek to promote these offerings.</li> <li>– The College will seek input from students and the community as to the needs for flexible scheduling</li> </ul>	<p>The College will count the courses and their enrollment to assess the success and need for the flexible schedule. Use AY 2006-2007 as benchmark data. The College will develop survey instruments to measure the needs and requirements for the flexible schedule.</p>	
<p>The Department of Chemistry will seek to establish a continuing education program for professionals.</p>	<p>b. Number of non-degree programs and students (e.g., certificates, continuing education, CEU courses, etc.)</p>	<ul style="list-style-type: none"> <li>– The College will develop a strategic plan for the establishment of a continuing education program.</li> <li>– The College will seek to synergize with existing resources for the</li> </ul>	<p>The College will have a strategic plan for the establishment of a successful continuing education program in conjunction with existing resources (e.g Center for Manufacturing). The College will count the courses and their enrollment to assess the success and need for the continuing education program.</p>	

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Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
		continuing education program. – The College will execute the program		

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 the collection, reporting, benchmarking and to improve the integration of University and community resources as measured in the key outcome.

College/AVP Objective:

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

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p><b>Objective 3.B</b>                      The Department of Chemistry will be engaged in activities that will support the community in understanding the importance of chemical education.</p>	a. Increase by one, the number of co-sponsored events, (conferences, HESTEC, FESTIBA) with community organizations b. Number of memberships on mutual advisory councils/organizations/projects. Use this as benchmark data. c. Number of programs and students involved in service learning activities coordinated through the University.	– The Department of Chemistry will encourage participation in community based activities of the University – The Department will facilitate and encourage the participation of chemistry faculty and students in professional and community based	The Department will keep track of participation of faculty and student participation in professional and community based activities through the Merit and Tenure and Promotion documents	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
	d. Number of faculty engaged in Chemistry consulting. Use this as benchmark data.	service activities		
The Department of Chemistry will engage industrial and other community partners in the development of community-based projects that will serve the dual purpose of meeting needs within the community and providing opportunities for research.	a. Integration of research and entrepreneurial activities that meet contemporary community needs (e.g., diabetes education/health intervention, archeological report, winter Texan report, marketing plan). Use this as benchmark data. b. Number of external proposals to secure funding in collaboration with community groups. Use this as benchmark data.	The Department will facilitate activities that integrate community based needs with the research agenda of the Department of Chemistry	The Department will keep track of participation of faculty and student participation in professional and community based activities through the proposal flow for authorization and the Merit and Tenure and Promotion documents	None

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's Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to improve the pool of qualified applicants as measured in the key outcome measures.

College/AVP Objective:

4.A. The Provost's Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting and benchmarking of data related to P-12 education in relation to the continuance of students in science and mathematics education programs, and will improve the continuance rates of students in these programs.

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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><b>Objective 4.A</b> The Department of Chemistry will establish a systematic methodology for the collection of, reporting of, and benchmarking of assessment data so as to improve key outcome measures associated with students in continuance degree programs in Chemistry, and will improve the continuance rates of students in our program.</p>	<p>Establishment of P-20 council for UTPA with curriculum alignment being a major 07-08 focus</p> <p>Increase the number of certifications of teachers through Chemistry and COE collaborations.</p> <p>Increase the number of active partnerships with local school districts (e.g., summer programs, recruiting high school teachers for masters degrees)</p> <p>Develop one -two on-line courses focused on remedial education.</p> <p>Develop MSIS programs for teachers in all Chemistry.</p> <p>Continue to offer graduate chemistry classes in late afternoon and evening time slots.</p>	<p>By working through the P-20 Council, increase by one, the number of ISDs with which UTPA Chemistry established curriculum alignment over the benchmark year.</p> <p>Increase the number of teachers receiving state certification to teach Chemistry by 5% over the benchmark year</p> <p>Develop 2-3 on-line developmental courses offered by Chemistry departments</p> <p>Chemistry will work with local ISDs to increase tuition reimbursement funds available to teachers in MSIS programs by 10% over benchmark funds.</p> <p>Increase by 10% the percentage of teacher-related graduate Chemistry classes offered in late afternoon and evening over benchmark year.</p>	<p>Department of Chemistry will collect data from AY 2006-2007 so as to set benchmarks for AY 2007-2008.</p> <p>By August 1, 2008, Department of Chemistry will collect data for AY 2007-2008</p> <p>Data collected will be analyzed by the Chemistry department and the analyzed data will be compared to benchmark numbers.</p> <p>Department of Chemistry will report assessment figures in their Annual Assessment Reports. Using the assessment data from AY 2007-2008, the Department will establish action plans for improvements to be made in AY 2008-2009.</p> <p>The Department will count AY 2007-2008 Chemistry teacher related graduate courses offered after 4:30 p.m. and compare to AY 2006-2007 offerings.</p>	<p>None</p>

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

**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.B. The Provost's Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to improve the pool of qualified applicants as measured in the key outcome measures.

**College/AVP Objective:** 4.B. The Provost's Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting and benchmarking of data related to P-12 education, and will improve the pool of qualified applicants in science and mathematics education programs, as measured in the key outcome measures.

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<b>Objective 4.B</b> Department of Chemistry will establish a systematic methodology for the collection of,	Establishment of P-20 council for UTPA with curriculum alignment being a major 07-08 focus  Increase the number of certifications of teachers	By working through the P-20 Council, increase by one, the number of ISDs with which UTPA Chemistry established curriculum alignment over the benchmark	Department of Chemistry will collect data from AY 2006-2007 so as to set benchmarks for AY 2007-2008.  By August 1, 2008, Department of Chemistry will collect data for AY	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>reporting of, and benchmarking of assessment data so as to improve the pool of qualified applicants entering Chemical education program.</p>	<p>through Chemistry and COE collaborations.</p> <p>Increase the number of active partnerships with local school districts (e.g., summer programs, recruiting high school teachers for masters degrees)</p> <p>Develop MSIS programs for teachers in all Chemistry.</p> <p>Continue to offer graduate chemistry classes in late afternoon and evening time slots.</p>	<p>year.</p> <p>Increase by 5% the number of teachers enrolled in UTPA masters degree programs in Chemistry areas over the benchmark number.</p> <p>Chemistry will work with local ISDs to increase tuition reimbursement funds available to teachers in MSIS programs by 10% over benchmark funds.</p> <p>Increase by 10% the percentage of COSE teacher-related graduate science and mathematics classes offered in late afternoon and evening over benchmark year.</p>	<p>2007-2008</p> <p>Data collected will be analyzed by the Chemistry department and the analyzed data will be compared to benchmark numbers.</p> <p>Department of Chemistry will report assessment figures in their Annual Assessment Reports. Using the assessment data from AY 2007-2008, the Department will establish action plans for improvements to be made in AY 2008-2009.</p> <p>The Department will count AY 2007-2008 Chemistry teacher related graduate courses offered after 4:30 p.m. and compare to AY 2006-2007 offerings.</p>	

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 the collection, reporting, benchmarking, and to enhance access to inter-American and global perspectives as measured in the key outcome measures.

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**College/AVP Objective:**

5.A. The College of Science and Engineering will assist its departments in establishing a systematic methodology for the collection, reporting, and benchmarking of the key outcome measures for enhancing access to inter-American and global perspectives and will enhance access to inter-American and global perspectives as measured in these outcomes.

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p><b>Objective 5.A</b> The Department of Chemistry will engage in University sponsored international activities</p>	<p>a. Collect data to benchmark the number and diversity of affiliation of participants in international week, Pan American days. b. Number of students who study abroad and foreign students studying at UTPA c. Number of Visiting International Scholars</p>	<p>The Department will encourage faculty and students to participate in University sponsored international activities through the Office of International Programs</p>	<p>The Department will keep track of participation of faculty and student participation in University sponsored international activities through by engaging with the Office of International Programs to maintain a system that would track this activity</p>	<p>None</p>
<p>The Department will engage in activities that will provide opportunities for faculty and students to gain international experience</p>	<p>a. Collect data to benchmark the number of active partnerships that yield instructional, research, or service benefits to the institution and its faculty b. Number of international internships. c. Number of faculty with international experiences through Fulbright and similar faculty experiences d. Number of International presentations</p>	<p>The Department will facilitate faculty and student engagement in activities that include international experiences</p>	<p>The Department will keep track of faculty and student engagement in activities that include international experiences based activities through the Merit and Tenure and Promotion documents</p>	<p>None</p>

**UTPA Goal:**

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

**Academic  
Affairs  
Objective:**

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

**College/AVP  
Objective:**

6.A. The College of Science and Engineering will assist its 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><b>Objective 6.A</b> The Department of Chemistry will establish a systematic methodology for the collection of, reporting of, and benchmarking of assessment data for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.</p>	<p>Publish a 2-year (6 semesters) schedule by October 15.</p> <p>Reduce the delta between scheduled seats and filled seats.</p> <p>Maximize faculty, classroom and lab utilization</p> <p>Minimize the number of classes that are not funded due to size</p>	<p>In January, Chemistry will submit to the COSE dean, a 2-year, 6-semester schedule of classes offered</p> <p>Obtain benchmark for AY 2006-2007 for Chemistry department for percentage of seats filled. Increase the percentage of seats filled by 2% for AY 2007-2008.</p> <p>Obtain classroom and laboratory space utilization data from THECB and establish departmental benchmarks for space utilization rate for AY 2006-2007. Improved</p>	<p>Dean will be provided 6-semester schedules and will revise/approve schedules for submission to the UTPA administration.</p> <p>Dean's Office will assess data on percentage of seats filled and compare to assure a 2% increase.</p> <p>Dean's Office will assess THECB space utilization data for benchmark year and AY 2007-2008 to assure a 3% increase in utilization rate.</p> <p>Dean's Office will assess small class data and determine the percentage of small classes not</p>	

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Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
		departmental space utilization rates by 3% in AY 2007-2008.  Obtain benchmark number for Chemistry department of small classes unpaid by the state for AY 2006-2007. Decrease by 2% the numbers of small classes.	paid by the state offered within the college.	

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. The College of Science and Engineering will establish a systematic methodology for the collecting, 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
<b>Objective 6.B</b> The Department of Chemistry will establish a systematic	Make initial offers (on first round recruiting) to new faculty by March 15.	Chemistry department establish hiring calendars that would result in first-round recruiting offers being	Our department will provide Dean's Office departmental hiring calendar that ensures to make first-round offers by March 15 of 2008.	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>methodology for the collection of, reporting of, 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>Increase percentage of hires yielded from open faculty positions.</p> <p>Increase number of new to UTPA tenured/tenure track faculty who remain for 5 years.</p> <p>Identify and reduce problems associated with non-typical faculty hires and partnerships.</p>	<p>made by March 15.</p> <p>Chemistry department will determine percentage of productive hires from open faculty positions in AY 2006-2007. Department will increase percentage of productive hires by 3%.</p> <p>Chemistry department will establish for the previous 5-year period, the number of tenured/tenure track faculty who remained in UTPA service for 5 years ending in AY 2006-2007.</p>	<p>5-year period of our department will be provided to the COSE Dean's office for assessment.</p> <p>The department will provide Dean's office problems/concerns noted by the department that led or might lead to non-typical hires/partnerships.</p>	

# AES FY08 Assessment Results Report

## UTPA

### Dept - Chemistry

**Unit Mission:** The Department of Chemistry is committed to the mission of providing quality education in the process of preparing students for graduate work or careers in chemistry and the biomedical sciences. The department strives to fulfill its mission by offering a program that leads to an undergraduate, graduate, major or minor in chemistry. In addition, the department prepares students for admission to schools of dentistry, pharmacy, and medicine. The department also offers a program that leads to teacher certification. The chemical curriculum is designed to introduce students to the fundamental fields of chemistry and provides opportunities for chemical research. The department is committed to engaging in its activities of teaching, research and professional service in an environment of academic freedom. The Department of Chemistry at The University of Texas ? Pan American provides an excellent program and helps the university fulfill its responsibility of providing high quality academic programs for the people of this region and the State of Texas.

**Unit Head:** Hassan Ahmad

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

**Division:** Division of Academic Affairs

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Chemistry - Degree programs Student Retention - Department of Chemistry establish a systematic methodology for collecting, reporting, and benchmarking of the key outcome measures associated with 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> a. Establish a tracking system to verify that each student gets advisement before registering each semester. b. Have each student update his/her degree plan each semester.</p> <p>The department will post in Science building and on the web page, flyers</p>	<p><b>Assessment Method:</b> The department of Chemistry will collect data from the AAMS Center, from Professional Guidance Counselors and from faculty. Department chair will place a question on the exit interviews for graduating majors if the cycling of courses was available to them. And ask if the cycling of courses impacted their time to graduation.</p> <p><b>Criterion for Success:</b> Increase 4 year graduation rate by 1% for the Department of Chemistry.</p> <p>Increase the freshman retention rate by 3%.</p> <p>Increase the sophomore retention rate by 2%.</p> <p>Increase the junior retention rate by 1%.</p> <p>Assist Chemistry majors in continuance programs by posting in a public place the cycling of courses for a 2 year time frame</p>	<p>10/31/2008 - The outcome of this objective was severely limited primarily due to limited availability of the student information on the banner. However the new system now requires each student to get advised before registration.</p> <p>The plans to prepare a 2-year cycle of courses required for the major was postponed due to the changes made in the the degree program o aligning degrees to 120 hr.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/31/2008 - Not applicable.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>showing the 2 year cycle of courses required for the major.</p>	<p>By Jan 15, 2009.</p>	<p>10/31/2008 - The outcome of this objective was severely limited primarily due to limited availability of the student information on the banner. However the new system now requires each student to get advised before registration. The plans to prepare a 2-year cycle of courses required for the major was postponed due to the changes made in the the degree program o aligning degrees to 120 hr. <b>Result Type:</b> Criterion Not Met <b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/31/2008 - Not applicable.</p>
<p>Dept - Chemistry - SLOs -Improving Students Learning - The Department of Chemistry will assist the departments in establishing a systematic methodology for 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 <b>End Date:</b> 05/31/2011 <b>Outcome Status:</b> Active/Ongoing <b>Strategies:</b> Department Chair will report to the Dean its assessment results on the student learning outcomes. The Department of Chemistry will introduce a new chemistry Capstone course that will be required by the chemistry majors in their final year. All students will</p>	<p><b>Assessment Method:</b> The department of Chemistry should meet 70% or more of their student learning outcomes. A plan to address the results of this assessment will be submitted by June 1 each year. At least one measure of the learning outcomes for each major will be used by the faculty in curriculum development.</p> <p><b>Criterion for Success:</b> By Nov 30, 2008, the department will submit a request for the introduction of the new capstone course for approval by the curriculum committee and the State of Texas. By Jan 15, 2009 Department of Chemistry will submit a plan of assessment to the COSE dean.</p>	<p>10/31/2008 - A new capstone course is added to our degree plan. This course will help better prepare our students before graduation and also the assessment of the SLO. <b>Result Type:</b> Criterion Met <b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/31/2008 - The capstone course is developed. The department criteria for SLO assessment are modified to incorporate the use of the capstone course results in the assessment process. The new documents on course development and SLO criteria are on file.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>be required to pass this course. The department will continue to identify a review mechanism for their majors such as licensure exams, student satisfaction with the preparation, employer satisfaction, etc.</p>			
<p>Dept - Chemistry - Student Access - The Department of Chemistry will establish a systematic methodology for the collection, reporting, and benchmarking of the key outcome measures associated with increasing access to our educational programs and will improve access as measured by these outcomes.</p> <p><b>Outcome Types:</b>  Administrative - Fiscal Year 2008  Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b>  06/01/2007</p> <p><b>End Date:</b>  05/31/2011</p> <p><b>Outcome Status:</b>  Active/Ongoing</p> <p><b>Strategies:</b>  Chemistry faculty will continue to generate and monitor the data on the past 5 years of enrollments in UG, SCH production by Department of Chemistry, and SCH production per faculty FTE.</p>	<p><b>Assessment Method:</b>  Use the 12th day of class official student census data as provided by OIRE in comparing the UTPA with the COSE growth numbers. The data from the Fall 2007 and the following semesters will be used for this purpose.</p> <p><b>Criterion for Success:</b>  Exceed the University growth rates in Undergraduate SCH production and the number of students enrolled in our majors by at least 5%.</p>	<p>10/31/2008 - objectives achieved.</p> <p><b>Result Type:</b>  Criterion Met</p> <p><b>Next Step:</b>  Continue Current Strategy(s)</p>	<p>10/31/2008 - The data collected will serve as the benchmark for comparison with 2008-09 enrollment data.</p>
<p>Dept - Chemistry - Faculty Development in Teaching - The Department of Chemistry will encourage and reward faculty members who participate in professional development workshops in the area of teaching effectiveness..</p> <p><b>Outcome Types:</b>  Administrative - Fiscal Year 2008  Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b></p>	<p><b>Assessment Method:</b>  Encourage each faculty member to apply for funds from the Provost's office to participate in workshops and conferences related to teaching.</p> <p><b>Criterion for Success:</b>  The department establishes a benchmark goal for the participation of faculty in professional development activities related to teaching effectiveness. At least one</p>	<p>10/31/2008 - objectives not achieved.</p> <p><b>Result Type:</b>  Criterion Not Met</p> <p><b>Next Step:</b>  Continue Current Strategy(s)</p>	<p>10/31/2008 - Not applicable</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>06/01/2007  <b>End Date:</b>  05/31/2011  <b>Outcome Status:</b>  Active/Ongoing  <b>Strategies:</b>  Chemistry department will verify that professional development is explicitly included in the Annual Evaluation Criteria in the next review.</p>	<p>faculty member attends such enrichment activities per academic year.</p>	<p>10/31/2008 - objectives not achieved.  <b>Result Type:</b>  Criterion Not Met  <b>Next Step:</b>  Continue Current Strategy(s)</p>	<p>10/31/2008 - Not applicable</p>
<p>Dept - Chemistry - Scholarly Productivity - Systematic Methodology - The Department of Chemistry will establish systematic methodology for the collection, reporting, and benchmarking of the key outcome measures for scholarly productivity and will increase scholarly productivity of its tenured/tenure track faculty, as measured by these outcomes.</p>	<p><b>Assessment Method:</b>  Evaluation of the Chemistry faculty productivity in scholarly works can be compared to our peer and aspirant institutions.  <b>Criterion for Success:</b>  The department of Chemistry will compile the data and share it with the COSE Deans Office every fall semester.</p>	<p>10/31/2008 - The template needed for data collection is not developed by the dean's office. This objective is only partially achieved. The data is collected but not on a desired template.  <b>Result Type:</b>  Criterion Not Met  <b>Next Step:</b>  Continue Current Strategy(s)</p>	<p>10/31/2008 - The data collected will serve as the benchmark for comparison with 2008-09 scholarly data.</p>
<p><b>Outcome Types:</b>  Administrative - Fiscal Year 2008  Administrative - Fiscal Years 2009 - 2011  <b>Start Date:</b>  06/01/2007  <b>End Date:</b>  05/31/2011  <b>Outcome Status:</b>  Active/Ongoing  <b>Strategies:</b>  Our department will use the COSE/Research Administration-developed template for reporting the scholarly works outcomes before the Annual Faculty Evaluation deadline, September 10, 2009.</p>			
<p>Dept - Chemistry - Acquisition of External Funds - Systematic Methodology - The Department of Chemistry will establish systematic methodology for the collection, reporting, and benchmarking and of key outcome measures for the acquisition of</p>	<p><b>Assessment Method:</b>  The department will establish benchmarks of current performance and set targets for improvements by May 2009.  <b>Criterion for Success:</b>  Establishment of benchmarks of</p>	<p>10/31/2008 - Objective not achieved.  <b>Result Type:</b>  Criterion Not Met  <b>Next Step:</b>  Continue Current Strategy(s)</p>	<p>10/31/2008 - Not applicable.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>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>End Date:</b> 05/31/2011</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> Establish data base on Chemistry department's performance in:</p> <ol style="list-style-type: none"> <li>1 The number of active intra- and inter-University collaborative projects.</li> <li>2. Standardized number of disclosures, patents, and product licenses/marketed patents, and amount of revenue generated.</li> <li>3 Standardized students participating in funded and unfunded research projects.</li> <li>4. Number of entrepreneurial activities.</li> </ol>	<p>department's performance in research funding as a measure of future performance measure.</p>	<p>10/31/2008 - Objective not achieved.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/31/2008 - Not applicable.</p>
<p>Dept - Chemistry - New Course Offerings - Systematic Methodology - The Department of Chemistry will establish a systematic methodology for collecting, reporting, and benchmarking of key outcomes for credit and non-credit course offerings and will increase credit and non-credit course offerings as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>End Date:</b> 05/31/2011</p> <p><b>Outcome Status:</b> Active/Ongoing</p>	<p><b>Assessment Method:</b> The Department will count the courses and their enrollment to assess the success and need for the flexible schedule using AY 2006-2007 as benchmark data. The Department will reevaluate the needs and requirements for the flexible schedule. The Department will start new freshman chemistry courses for engineering programs and the non science majors.</p> <p><b>Criterion for Success:</b> a. Number of new freshman course approval for scheduled academic offerings. b. New courses are offered in the fall 2009 schedule</p>	<p>10/31/2008 - The department of chemistry has changed its course offering such that most demanding courses are now offered throughout the week and in the afternoons/evenings. No new courses were added during this cycle of reassessment.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/31/2008 - Courses demanding courses such as general chemistry and organic chemistry are offered in the afternoon and night in spring 2009 semesters. The courses are also spread throughout the week</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p><b>Strategies:</b>  The Department will seek input from students as to the needs for flexible scheduling  The Department will develop a strategic plan for the establishment of a continuing education program.  The Department will seek to synergize with existing resources for the continuing education program.</p>		<p>10/31/2008 - The department of chemistry has changed its course offering such that most demanding courses are now offered throughout the week and in the afternoons/evenings. No new courses were added during this cycle of reassessment.  <b>Result Type:</b>  Criterion Not Met  <b>Next Step:</b>  Continue Current Strategy(s)</p>	<p>10/31/2008 - Courses demanding courses such as general chemistry and organic chemistry are offered in the afternoon and night in spring 2009 semesters. The courses are also spread throughout the week</p>
<p>Dept - Chemistry - Professional and Community Participation - Systematic Methodology - The Department of Chemistry will be engaged in activities that will support the community in understanding the importance of chemical education.  The Department of Chemistry will engage industrial and other community partners in the development of community-based projects that will serve the dual purpose of meeting needs within the community and providing opportunities for teaching and research.</p> <p><b>Outcome Types:</b>  Administrative - Fiscal Year 2008  Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b>  06/01/2007  <b>End Date:</b>  05/31/2011</p> <p><b>Outcome Status:</b>  Active/Ongoing</p> <p><b>Strategies:</b>  The Department will facilitate and encourage the participation of chemistry faculty and majors/minors in professional and community based service activities.  The Department will facilitate activities</p>	<p><b>Assessment Method:</b>  The Department will keep track of participation of faculty and student in professional and community based activities through the Merit and Tenure and Promotion documents.</p> <p><b>Criterion for Success:</b>  a. Increase by one, the number of co-sponsored events, (conferences, HESTEC, FESTIBA) with community organizations  b. Number of memberships on mutual advisory councils/organizations/projects. Use this as benchmark data.  c. Number of programs and students involved in service learning activities coordinated through the department/college/University.  d. Number of faculty engaged in Chemistry consulting. Use this as benchmark data.  e. Number of external proposals to secure funding in collaboration with community groups. Use this as benchmark data.</p>	<p>10/31/2008 - Objectives partially achieved: Chemistry students and faculty members actively participated in the HESTEC. The students volunteered time in chemistry magic show to the local community (about 1000 guest) on the community day.  <b>Result Type:</b>  Criterion Not Met  <b>Next Step:</b>  Continue Current Strategy(s)</p>	<p>10/31/2008 - Chemistry faculty and students participated in limited activities involving the community.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>that integrate community based needs with the teaching and research agenda of the Department.</p>			
<p>Dept - Chemistry - Qualified incoming students - Department of Chemistry will establish a systematic methodology for the collection of, reporting of, and benchmarking of assessment data so as to improve the pool of qualified student applicants entering Chemical education program.</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>End Date:</b>  05/31/2011</p> <p><b>Outcome Status:</b>  Active/Ongoing</p> <p><b>Strategies:</b>  By working through the P-20 Council, increase by one, the number of ISDs with which chemistry established curriculum alignment over the benchmark year.  Increase by 5% the number of teachers enrolled in UTPA masters degree programs in Chemistry areas over the benchmark number.  The department will work with local ISDs to increase tuition reimbursement funds available to teachers in MS/MSIS programs by 10% over benchmark funds.</p>	<p><b>Assessment Method:</b>  Department of Chemistry will collect data from AY 2007-2008 so as to set benchmarks for AY 2009-2010.  By August 1, 2009, Department of Chemistry will collect data for AY 2007-2008  Department of Chemistry will report assessment figures in their Annual Assessment Reports and will use the assessment data from AY 2007-2008 to establish action plans for improvements to be made in AY 2009-2010.  The Department will count AY 2007-2008 Chemistry teacher related graduate courses offered after 4:30 p.m. and compare to previous year's offerings.</p> <p><b>Criterion for Success:</b>  Chemistry department/faculty participates in the establishment of P-20 council for UTPA with curriculum alignment being a major 08-09 focus.  Increase the number of active partnerships with local school districts (e.g., early college program, summer programs, and recruiting high school teachers for master's degrees)  Continue to promote and further develop MSIS programs for teachers in all Chemistry.  Participate in the Presidents Teachers Scholar Program initiative.  Continue to offer graduate chemistry classes in late afternoon and evening time slots.</p>	<p>10/31/2008 - Chemistry department is working with Undergraduate office for alignment of curriculum. The department has established partnerships with three school districts for students and teachers training programs.</p> <p>The MSIS program is approved and implemented. The department continues to offer evening graduate courses to help local teachers take graduate courses.</p> <p>The data is collected on local teachers who are enrolled in chemistry graduate courses offered after 4:30PM.</p> <p><b>Result Type:</b>  Criterion Met</p> <p><b>Next Step:</b>  Continue Current Strategy(s)</p>	<p>10/31/2008 - The data on student registration collected and will serve as the benchmark for comparison with 2008-09 registration data.</p>
<p>Dept - Chemistry - Access to Inter-American</p>			

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>and Global Perspectives - Systematic Methodology - The Department of Chemistry will engage in University sponsored international activities</p> <p>The Department will engage in activities that will provide opportunities for faculty and students to gain international experience</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>End Date:</b> 05/31/2011</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> The Department will encourage faculty and students to participate in University sponsored international activities through the Office of International Programs</p> <p>The Department will facilitate faculty and student engagement in activities that include international experiences.</p>	<p><b>Assessment Method:</b> The Department will keep track of participation of faculty and student participation in University sponsored international activities through by engaging with the Office of International Programs to maintain a system that would track this activity</p> <p>The Department will keep track of faculty and student engagement in activities that include international experiences based activities through the Merit and Tenure and Promotion documents</p> <p><b>Criterion for Success:</b> a. Collect data to benchmark the number and diversity of affiliation of participants in international week, Pan American days. b. Increase participation of students who in study abroad. c. increase in number of Visiting International Scholars d. Collect data to benchmark the number of active partnerships that yield d. Increased number of International presentations</p>	<p>10/31/2008 - The department of Chemistry encouraged students to participate in study abroad program by offering the information and writing supporting letters for scholarship.</p> <p>One chemistry faculty offered a special topics chemistry course in Spain. Many chemistry majors took this course.</p> <p><b>Result Type:</b> Criterion Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/31/2008 - A new course offered in Spain through the study abroad program. Chemistry students enrolled in the course.</p>
<p>Dept - Chemistry - Optimization of Course Offerings - Systematic Methodology - The Department of Chemistry will establish a systematic methodology for the collection of, reporting of, and benchmarking of assessment data 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>Assessment Method:</b> Department will be provided 6-semester schedules and will revise/approve schedules for submission to the UTPA administration. Department will assess THECB space utilization data for benchmark year and AY 2008-2009 to assure a 2% increase in utilization rate.</p> <p>The department will assess small class data and determine the percentage of small classes not paid by the state offered within the department.</p> <p><b>Criterion for Success:</b> Publish a 2-year (6 semesters) schedule by</p>	<p>10/31/2008 - These activities are not completed due to development of new 120-hr degree plans for the chemistry degree. Also, the courses cannot be put on banner due to system/administrative limitations.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/31/2008 - Not applicable.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p><b>End Date:</b> 05/31/2011</p> <p><b>Outcome Status:</b> Active/Ongoing</p> <p><b>Strategies:</b> In January, 2009 Chemistry will submit to the COSE dean, a 2-year, 6-semester schedule of classes offered</p> <p>Obtain benchmark for AY 2007-2008 for Chemistry department for percentage of seats filled. Increase the percentage of seats filled by 2% for AY 2008-2009.</p> <p>Obtain classroom and laboratory space utilization data from THECB and establish departmental benchmarks for space utilization rate for AY 2007-2008. Improved departmental space utilization rates by 3% in AY 2008-2009.</p> <p>Obtain benchmark number for Chemistry department of small classes unpaid by the state for AY 2007-2008. Decrease by 2% the numbers of small classes.</p>	<p>Jan 15, 2009.</p> <p>Maximized faculty, classroom and lab utilization.</p> <p>Minimized number of classes that are not funded due to size.</p>	<p>10/31/2008 - These activities are not completed due to development of new 120-hr degree plans for the chemistry degree. Also, the courses cannot be put on banner due to system/administrative limitations.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/31/2008 - Not applicable.</p>
<p>Dept - Chemistry - Recruiting Qualified Faculty - Systematic Methodology - The Department of Chemistry will establish a systematic methodology for the collection of, reporting of, and benchmarking of key outcome measures related to recruiting quality faculty and will increase the recruiting of qualified faculty, as measured by these outcomes.</p> <p><b>Outcome Types:</b> Administrative - Fiscal Year 2008 Administrative - Fiscal Years 2009 - 2011</p> <p><b>Start Date:</b> 06/01/2007</p> <p><b>End Date:</b> 05/31/2011</p> <p><b>Outcome Status:</b> Active/Ongoing</p>	<p><b>Assessment Method:</b> Our department will provide Dean's office departmental hiring calendar that ensures to make first-round offers by March 10 of 2009. 5-year period of our department will be provided to the COSE Dean's office for assessment.</p> <p>The department will provide Dean's office problems/concerns noted by the department that led or might lead to non-typical hires/partnerships.</p> <p><b>Criterion for Success:</b> Make initial offers (on first round recruiting) to new faculty by March 01, 2009. Increase percentage of hires yielded from open faculty positions. Increase number of new to UTPA</p>	<p>10/31/2008 - New faculty recruiting plan developed.</p> <p><b>Result Type:</b> Criterion Not Met</p> <p><b>Next Step:</b> Continue Current Strategy(s)</p>	<p>10/31/2008 - The new criteria were used to successfully hire a physical chemistry in April.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p><b>Strategies:</b>            Chemistry department establish recruitment plan/calendars that would result in first-round recruiting offers being made by March 01.            Chemistry department will determine percentage of productive hires from open faculty positions in AY 2006-2007.            Chemistry department will establish for the previous 5-year period, the number of tenured/tenure track faculty who remained in UTPA service for 5 years ending in AY 2007-2008.</p>	<p>tenured/tenure track faculty who remain for 5 years.            Identify and reduce problems associated with non-typical faculty hires and partnerships.</p>	<p>10/31/2008 - New faculty recruiting plan developed.  <b>Result Type:</b>            Criterion Not Met  <b>Next Step:</b>            Continue Current Strategy(s)</p>	<p>10/31/2008 - The new criteria were used to successfully hire a physical chemistry in April.</p>