

Administrative and Educational Support Report

College of Science and Engineering

**Annual Action Plan
Annual Assessment Report**

June 2007 – May 2008



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

Unit: **College of Science and Engineering**

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. Edwin LeMaster

Unit Mission: The College of Science and Engineering supports the mission statement of The University of Texas – Pan American by committing to excellence in instruction, student performance, research, scholarly accomplishment, and professional service, and by promoting the expansion of national and international emphasis in all major areas of institutional endeavor. The College strives to provide its students and faculty an environment of academic freedom that will insure the exchange of ideas and the dissemination of knowledge. The College will provide a strong scientific and technical foundation for all students of the university. The College will continue to pursue a strong research program involving undergraduate and graduate students and faculty in all areas of science, mathematics, computer science, and engineering, and a strong teacher preparation program in science, mathematics, and technology.

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: I.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
Objective I.A	Distribute the data to each of the departments by December 2007.	<p>The COSE Dean’s Office will request from OIRE data on the 5 year performance measures at UTPA:</p> <ul style="list-style-type: none"> a. 4 and 6 year graduation rates for each major and for the College. b. retention rates in each major and for the College at freshman, sophomore, junior and senior levels c. Years to graduation for each major and for the College d. Success in gatekeeper courses offered in our college. 	The Assistant Dean will verify that the data was distributed to the Chairs and that the data were distributed to the departmental faculty.	None.
Objective 1A.	<p>Increase 4 year graduation rate by 1% for the College.</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>	<ul style="list-style-type: none"> a. Establish a tracking system to verify that each student gets advisement before registering each semester. b. Have each student update his/her degree 	Achievement of the increases in 3 of the 4 measures. Each COSE department will be responsible for this outcome by collecting data from the AAMS Center, from Professional Guidance Counselors and from faculty.	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
		plan each semester.		
Objective 1A	Assist students in continuance programs by each department posting in a public place the cycling of courses for a 2 year time frame By October 1, 2007/	Have each major post near the departmental office or print flyers showing the 2 year cycle of courses required for the major.	Each 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

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
Objective 1B	By October 15, 2007, have a meeting of the Executive Council for the purpose of the reporting of assessment results in each department.	Have each department chair report to the Executive Council their assessment results on the student learning outcomes	Each major should meet 70% or more of their student learning outcomes. A plan to address the results of this assessment must be reported by June 1 each year.	None
Objective 1B	By October 15, 2007 have each department submit this information to be compiled for the College.	Have each department identify some review mechanism for their majors such as licensure exams, student	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.

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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
		satisfaction with the preparation, employer satisfaction or other.		

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
Objective 1 C.	Exceed the University growth rates in Undergraduate SCH production and the number of students enrolled in our majors by at least 2%.	Hold a general meeting of the entire faculty in the COSE at the beginning of the 2007-08 academic year and present the data on the past 5 years of enrollments in UG and Grad programs, SCH production by each department, and SCH production per faculty FTE.	Use the 12 th 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 2007 and Spring 2008 enr	

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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
Objective 1.D.	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.

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UTPA Goal:

2. Become an outstanding research institution emphasizing collaborative partnerships and entrepreneurship.

Academic Affairs Objective:

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

College/AVP Objective:

2.A. The 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
Objective 2.A	All departments will provide the data to the Dean's Office by October 1, 2007.	The COSE will develop and provide to departments a template for reporting the scholarly works outcomes before the Annual Faculty Evaluation deadline, September 10, 2007.	Evaluation of the COSE 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
Objective 2.B	<p>Furnish the data on proposals to the Department Chairs so the data can be standardized and corrected for multiple authors.</p> <p>Goals of increasing the number of proposals by 5% and improving the success rate by 5%.</p>	<p>Request annual reports from the Office of Research and Sponsored Projects to get the official data on</p> <ul style="list-style-type: none"> f. number of project proposals submitted each year from the COSE and from UTPA. g. Amount of funded research grants that are compared to the previous fiscal year. 	<p>Furnish the data on proposals to the Department Chairs so the data can be standardized and corrected for multiple authors. Goals of increasing the number of proposals by 5% and improving the success rate by 5%.</p>	None
Objective 2.B	<p>These measures have not been collected in the past. The departments will be asked to establish benchmarks of their performance in these areas for future performance measure.</p>	<p>Establish data base on each department's performance and the College performance in:</p> <ul style="list-style-type: none"> h. The number of active intra- and inter-University collaborative projects. i. Standardized number of disclosures, patents, product licenses/marketed patents, and amount of revenue generated 	<p>Departments will present benchmarks of current performance and set targets for improvements by May 2008.</p>	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
		<ul style="list-style-type: none"> j. Standardized students participating in funded and unfunded research projects. k. Number of entrepreneurial activities. 		

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
3.A The College will seek to provide a variety of offerings in a flexible manner to facilitate attendance by non-traditional students.	a. Number of alternatively scheduled academic offerings (weekend, online courses)	<ul style="list-style-type: none"> – The College will ask Department chairs to schedule courses in a flexible manner. – The College will seek to promote 	<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.</p> <p>The College will develop survey instruments to measure the needs</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
		these offerings. – The College will seek input from students and the community as to the needs for flexible scheduling	and requirements for the flexible schedule.	
The College will seek to establish a continuing education program for professionals.	b. Number of non-degree programs and students (e.g., certificates, continuing education, CEU courses, etc.)	– The College will develop a strategic plan for the establishment of a continuing education program. – The College will seek to synergize with existing resources for the continuing education program. – The College will execute the program	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.	

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.

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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>The College will be engaged in activities that will support the community in understanding the importance of Science and Engineering</p>	<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. d. Number of faculty engaged in discipline specific consulting. Use this as benchmark data.</p>	<p>– The College will encourage participation in community based activities of the University – The College will facilitate and encourage the participation of faculty and students in professional and community based service activities</p>	<p>The College will keep track of participation of faculty and student participation in professional and community based activities through the Merit and Tenure and Promotion documents</p>	
<p>The College 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.</p>	<p>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.</p>	<p>The College will facilitate activities that integrate community based needs with the research agenda of the various disciplines of the college</p>	<p>The College 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</p>	

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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 College of Science and Engineering will support its 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.

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
The College of Science and Engineering 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 science and mathematics education, and will improve the continuance rates of students in these programs.	<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 collaboration of COSE and COE and through other college 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>Increase number of on-line courses focused on remedial education.</p>	<p>By working through the P-20 Council, increase by one, the number of ISDs with which UTPA science and mathematics departments have established curriculum alignment over the benchmark year.</p> <p>Increase the number of teachers receiving state certification to teach science, mathematics and technology by 5% over the benchmark year</p> <p>Increase by 3% the number of on-line developmental courses offered by COSE departments over the</p>	<p>Each COSE science and mathematics department will collect data from AY 2006-2007 so as to set benchmarks for AY 2007-2008.</p> <p>By August 1, 2008, each COSE science and mathematics department will collect data for AY 2007-2008</p> <p>Data collected will be analyzed by the respective COSE department and the analyzed data will be compared to benchmark numbers.</p> <p>Each COSE science and mathematics department will report assessment figures in their Annual Assessment Reports. Using the assessment data from AY 2007-2008, each COSE department will establish action plans for improvements to be</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
	<p>Develop MSIS programs for teachers in all COSE science and mathematics areas.</p> <p>Increase the scheduling of graduate science and mathematics classes in late afternoon and evening time slots.</p>	<p>benchmark number.</p> <p>COSE 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>made in AY 2008-2009.</p> <p>COSE Office will analyze funding available from each science and mathematics unit and will compare AY 2007-2008 funds available for tuition reimbursement to those from AY 2006-2007.</p> <p>Dean's Office will count AY 2007-2008 COSE teacher related graduate courses offered after 4:30 p.m. and compare to AY 2006-2007 offerings.</p>	

UTPA Goal:

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

Academic Affairs Objective:

4.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 College of Science and Engineering will support its departments in establishing 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
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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>The College of Science and Engineering will establish a systematic methodology for the collection of, reporting of, and benchmarking of assessment data so as to improve the pool of qualified applicants entering science and mathematics education programs.</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 collaboration of COSE and COE and through other college 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 COSE science and mathematics areas.</p> <p>Increase the scheduling of graduate science and mathematics classes in late afternoon and evening time slots.</p>	<p>By working through the P-20 Council, increase by 20% the number of ISDs with which UTPA science and mathematics departments have established curriculum alignment over the benchmark year.</p> <p>Increase by 5% the number of teachers enrolled in UTPA masters degree programs in science, mathematics and technology areas over the benchmark number.</p> <p>COSE 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>Each COSE department will collect data for students entering science and mathematics education areas from AY 2006-2007 so as to set benchmarks for AY 2007-2008.</p> <p>By August 1, 2008, each COSE department will collect data for AY 2007-2008</p> <p>Data collected will be analyzed by each COSE department and the analyzed data will be compared to benchmark numbers.</p> <p>Each COSE department will report assessment figures in their Annual Assessment Reports. Using the assessment data from AY 2007-2008, each COSE department will establish action plans for improvements to be made in AY 2008-2009.</p> <p>COSE Office will analyze funding available from each science and mathematics unit and will compare AY 2007-2008 funds available for tuition reimbursement to those from AY 2006-2007.</p> <p>Dean's Office will count AY 2007-2008 COSE teacher related graduate courses offered after 4:30 p.m. and compare to AY</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
			2006-2007 offerings.	

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.

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
The College will engage in University sponsored international activities	<ul style="list-style-type: none"> 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 	The College will encourage faculty and students to participate in University sponsored international activities through the Office of International Programs	The College 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	
The College will engage in activities that will provide opportunities for faculty and students to	a. Collect data to benchmark the number of active partnerships that yield instructional,	The College will facilitate faculty and student engagement in activities that include international	The College will keep track of faculty and student engagement in activities that include international experiences based	

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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
gain international experience	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	experiences	activities through the Merit and Tenure and Promotion documents	

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
The College of Science and Engineering will establish a systematic methodology for the collection of, reporting	Publish a 2-year (6 semesters) schedule by October 15. Reduce the delta between scheduled seats and filled	In January, each department will submit to the COSE dean, a 2-year, 6-semester schedule of classes offered	Dean will collect departmental 6-semester schedules and will revise/approve schedules for submission to the UTPA administration.	

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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>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>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>Obtain benchmark for AY 2006-2007 for COSE departments 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 departmental space utilization rates by 3% in AY 2007-2008.</p> <p>Obtain benchmark number for COSE departments of small classes unpaid by the state for AY 2006-2007. Decrease by 2% the numbers of small classes.</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 paid by the state offered within the college.</p>	

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UTPA Goal:

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

**Academic
Affairs
Objective:**

6.B. The Provost'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 work with its departments to 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
<p>The College of Science and Engineering 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>Make initial offers (on first round recruiting) to new faculty by February 15.</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>COSE departments establish hiring calendars that would result in first-round recruiting offers being made by February 15.</p> <p>COSE departments will determine percentage of productive hires from open faculty positions in AY 2006-2007. Departments will increase percentage of productive hires by 3%.</p> <p>COSE departments 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. COSE departments will</p>	<p>Dean's Office will collect departmental hiring calendars and ensure that 100% of departments will make first-round offers by February 15 of 2008.</p> <p>Dean's office will collect and assess departments' percentages of productive faculty hires in AY 2007-2008 and compare it to percentages from the previous academic year.</p> <p>Dean's office will assess for each 5-year period and per department, the numbers of faculty who remained in service for 5 years.</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
		<p>increase the number of faculty for the period ending in AY 2007-2008 retained for 5-years by one per department – based on total hires increasing.</p>	<p>Dean's office will collect problems/concerns noted by the departments that led or might lead to non-typical hires/partnerships.</p>	

FY08 AES Assessment Results Report

UTPA

Admin - College of Science and Engineering

Division: Division of Academic Affairs

College: College of Science and Engineering

Unit Head: Edwin LeMaster

Unit Mission: The College of Science and Engineering supports the mission statement of The University of Texas - Pan American by committing to excellence in instruction, student performance, research, scholarly accomplishment, and professional service, and by promoting the expansion of national and international emphasis in all major areas of institutional endeavor. The College strives to provide its students and faculty an environment of academic freedom that will insure the exchange of ideas and the dissemination of knowledge. The College will provide a strong scientific and technical foundation for all students of the university. The College will continue to pursue a strong research program involving undergraduate and graduate students and faculty in all areas of science, mathematics, computer science, and engineering, and a strong teacher preparation program in science, mathematics, and technology.

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Admin - College of Science and Engineering - Access - Systematic Methodology - 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.</p> <p>Outcome Types: Administrative - Fiscal Year 2008</p> <p>Start Date: 06/01/2007</p> <p>End Date: 05/31/2008</p> <p>Outcome Status: No Longer Desired</p> <p>Strategies: Hold a general meeting of the entire faculty in the COSE at the beginning of the 2007-08 academic year and present the data on the past 5 years of enrollments in UG and Grad programs, SCH production by each department, and SCH production per faculty FTE.</p>	<p>Assessment Method: Use the 12th 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 2007 and Spring 2008 enr</p> <p>Criterion for Success: Exceed the University growth rates in Undergraduate SCH production and the number of students enrolled in our majors by at least 2%.</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Admin - College of Science and Engineering - Scholarly Productivity - Systematic Methodology - 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.</p>	<p>Assessment Method: Evaluation of the COSE faculty productivity in scholarly works can be compared to our peer and aspirant institutions.</p> <p>Criterion for Success: All departments will provide the data to the Dean's Office by October 1, 2007.</p>	<p>11/12/2008 - This was only partially done. We collected the past 3 years of data on scholarly works for each department. Our aspirant institutions were not considered.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Classified clerical help to poll aspirant institutions</p>	<p>11/12/2008 - We can adjust our standards of performance for tenure, post tenure review, and promotion based on aspirant institution comparisons with our departments.</p>
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<p>Outcome Types: Administrative - Fiscal Year 2008</p> <p>Start Date: 06/01/2007</p> <p>End Date: 05/31/2008</p> <p>Outcome Status: No Longer Desired</p> <p>Strategies: The COSE will develop and provide to departments a template for reporting the scholarly works outcomes before the Annual Faculty Evaluation deadline, September 10, 2007.</p>			
<p>Admin - College of Science and Engineering - Acquisition of External Funds - Systematic Methodology - 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.</p>	<p>Assessment Method: Furnish the data on proposals to the Department Chairs so the data can be standardized and corrected for multiple authors.</p> <p>Goals of increasing the number of proposals by 5% and improving the success rate by 5%.</p> <p>Departments will present benchmarks of current performance and set targets for improvements by May 2008.</p> <p>Criterion for Success: Furnish the data on proposals to the Department Chairs so the data can be standardized and corrected for multiple authors.</p>	<p>11/12/2008 - Our success rates are improving. We are writing fewer proposals for more competitive grants that fund larger awards. The COSE received 40.3% of the total external awards in FY2007 and 47.4% in FY2008. The proposals submitted by the COSE represented 54% of the total of the University in FY 2007 and 53% in Fy 2008. It is clear that our funding rate went up with fewer proposals [i.e. 96 in FY 07 and 74 in FY08]. We met this criteria.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Classified Clerical help in administering grants.</p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Outcome Status: No Longer Desired</p> <p>Strategies: Request annual reports from the Office of Research and Sponsored Projects to get the official data on f. number of project proposals submitted each year from the COSE and from UTPA. g. Amount of funded research grants that are compared to the previous fiscal year.</p> <p>Establish data base on each department?s performance and the College performance in: h. The number of active intra- and inter-University collaborative projects. i. Standardized number of disclosures, patents, product licenses/marketed patents, and amount of revenue generated j. Standardized students participating in funded and unfunded research projects. k. Number of entrepreneurial activities.</p>	<p>Goals of increasing the number of proposals by 5% and improving the success rate by 5%.</p> <p>These measures have not been collected in the past. The departments will be asked to establish benchmarks of their performance in these areas for future performance measure.</p>	<p>Resources Needed - Maintenance & Operation: none</p> <p>Resources Needed - Salaries: none</p> <p>Resources Needed - Travel: none</p>	
<p>Admin - College of Science and Engineering - Credit and Non-credit Course Offerings - Systematic Methodolgy - 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.</p> <p>Outcome Types: Administrative - Fiscal Year 2008</p> <p>Start Date: 06/01/2007</p> <p>End Date: 05/31/2008</p> <p>Outcome Status:</p>	<p>Assessment Method: The College will count the courses and their enrollment to asses the success and need for the flexible schedule. Use AY 2006-2007 as benchmark data.</p> <p>The College will develop survey instruments to measure the needs and requirements for the flexible schedule.</p> <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).</p> <p>The College will count the courses and their enrollment to asses the success and need for the continuing education program.</p>	<p>11/12/2008 - This has not been done.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>No Longer Desired</p> <p>Strategies:</p> <ul style="list-style-type: none"> - The College will ask Department chairs to schedule courses in a flexible manner. - The College will seek to promote these offerings. - The College will seek input from students and the community as to the needs for flexible scheduling - The College will develop a strategic plan for the establishment of a continuing education program. - The College will seek to synergize with existing resources for the continuing education program. - The College will execute the program 	<p>Criterion for Success:</p> <ul style="list-style-type: none"> a. Number of alternatively scheduled academic offerings (weekend, online courses) b. Number of non-degree programs and students (e.g., certificates, continuing education, CEU courses, etc.) 	<p>11/12/2008 - This has not been done.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p>	
<p>Admin - College of Science and Engineering - Professional and Community Participation - Systematic Methodology - 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.</p> <p>Outcome Types: Administrative - Fiscal Year 2008</p> <p>Start Date: 06/01/2007</p> <p>End Date: 05/31/2008</p> <p>Outcome Status: No Longer Desired</p> <p>Strategies:</p> <ul style="list-style-type: none"> - The College will encourage participation in community based activities of the 	<p>Assessment Method:</p> <p>The College will keep track of participation of faculty and student participation in professional and community based activities through the Merit and Tenure and Promotion documents</p> <p>The College 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</p> <p>Criterion for Success:</p> <ul style="list-style-type: none"> 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. 		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>University - The College will facilitate and encourage the participation of faculty and students in professional and community based service activities The College will facilitate activities that integrate community based needs with the research agenda of the various disciplines of the college</p>	<p>d. Number of faculty engaged in discipline specific consulting. Use this as benchmark data. 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.</p>		
<p>Admin - College of Science and Engineering - Qualified Applicants - Systematic Methodology - 4.A. The College of Science and Engineering will support its 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.</p> <p>Outcome Types: Administrative - Fiscal Year 2008</p> <p>Start Date: 06/01/2007</p> <p>End Date: 05/31/2008</p> <p>Outcome Status: No Longer Desired</p> <p>Strategies: By working through the P-20 Council, increase by one, the number of ISDs with which UTPA science and mathematics departments have established curriculum alignment over the benchmark year.</p>	<p>Assessment Method: Each COSE science and mathematics department will collect data from AY 2006-2007 so as to set benchmarks for AY 2007-2008.</p> <p>By August 1, 2008, each COSE science and mathematics department will collect data for AY 2007-2008</p> <p>Data collected will be analyzed by the respective COSE department and the analyzed data will be compared to benchmark numbers.</p> <p>Each COSE science and mathematics department will report assessment figures in their Annual Assessment Reports.</p> <p>Using the assessment data from AY 2007-2008, each COSE department will establish action plans for improvements to be made in AY 2008-2009.</p> <p>COSE Office will analyze funding available from each science and mathematics unit and will compare AY 2007-2008 funds</p>	<p>11/12/2008 - This has not been done.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Classified none</p> <p>Resources Needed - Maintenance & Operation: none</p> <p>Resources Needed - Salaries: none</p> <p>Resources Needed - Travel: none</p> <p>Resources Needed - Wages: none</p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Increase the number of teachers receiving state certification to teach science, mathematics and technology by 5% over the benchmark year</p> <p>Increase by 3% the number of on-line developmental courses offered by COSE departments over the benchmark number.</p> <p>COSE 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>available for tuition reimbursement to those from AY 2006-2007.</p> <p>Dean's Office will count AY 2007-2008 COSE teacher related graduate courses offered after 4:30 p.m. and compare to AY 2006-2007 offerings.</p> <p>Criterion for Success: The College of Science and Engineering 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 science and mathematics education, and will improve the continuance rates of students in these programs.</p>	<p>11/12/2008 - This has not been done.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Classified: none</p> <p>Resources Needed - Maintenance & Operation: none</p> <p>Resources Needed - Salaries: none</p> <p>Resources Needed - Travel: none</p> <p>Resources Needed - Wages: none</p>	
<p>Admin - College of Science and Engineering - Access to Inter-American and Global Perspectives - Systematic Methodology - 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.</p> <p>Outcome Types: Administrative - Fiscal Year 2008</p> <p>Start Date: 06/01/2007</p> <p>End Date: 05/31/2008</p>	<p>Assessment Method: The College 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 College 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>Criterion for Success: 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</p>	<p>11/12/2008 - No activity on this outcome.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Outcome Status: No Longer Desired</p> <p>Strategies: The College will encourage faculty and students to participate in University sponsored international activities through the Office of International Programs The College will facilitate faculty and student engagement in activities that include international experiences</p>	<p>foreign students studying at UTPA</p> <p>c. Number of Visiting International Scholars</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</p> <p>b. Number of international internships.</p> <p>c. Number of faculty with international experiences through Fulbright and similar faculty experiences</p> <p>d. Number of International presentations</p>	<p>11/12/2008 - No activity on this outcome.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p>	
<p>Admin - College of Science and Engineering - Optimization of Course Offerings - Systematic Methodology - 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.</p> <p>Outcome Types: Administrative - Fiscal Year 2008</p> <p>Start Date: 06/01/2007</p> <p>End Date: 05/31/2008</p> <p>Outcome Status: No Longer Desired</p> <p>Strategies: In January, each department will submit to the COSE dean, a 2-year, 6-semester schedule of classes offered</p> <p>Obtain benchmark for AY 2006-2007 for COSE departments for percentage of seats filled. Increase the percentage of seats</p>	<p>Assessment Method: Dean will collect departmental 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 paid by the state offered within the college.</p>		

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>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 departmental space utilization rates by 3% in AY 2007-2008.</p> <p>Obtain benchmark number for COSE departments of small classes unpaid by the state for AY 2006-2007. Decrease by 2% the numbers of small classes.</p>	<p>Criterion for Success:</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>Admin - College of Science and Engineering - Recruiting Qualified Faculty - Systematic Methodology - 6.B. The College of Science and Engineering will work with its departments to 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.</p> <p>Outcome Types: Administrative - Fiscal Year 2008</p> <p>Start Date: 06/01/2007</p> <p>End Date: 05/31/2008</p> <p>Outcome Status: No Longer Desired</p> <p>Strategies: COSE departments establish hiring calendars that would result in first-round recruiting offers being made by February 15.</p> <p>COSE departments will determine percentage of productive hires from open</p>	<p>Assessment Method: Dean's Office will collect departmental hiring calendars and ensure that 100% of departments will make first-round offers by February 15 of 2008.</p> <p>Dean's office will collect and assess departments' percentages of productive faculty hires in AY 2007-2008 and compare it to percentages from the previous academic year.</p> <p>Dean's office will assess for each 5-year period and per department, the numbers of faculty who remained in service for 5 years.</p>	<p>11/12/2008 - in the last faculty recruiting cycle, we made offers up until early April. Provost has initiated a New Faculty Mentoring program and we have assigned mentors to all new faculty.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p>	

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>faculty positions in AY 2006-2007. Departments will increase percentage of productive hires by 3%.</p> <p>COSE departments 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. COSE departments will increase the number of faculty for the period ending in AY 2007-2008 retained for 5-years by one per department ? based on total hires increasing.</p>	<p>Dean?s office will collect problems/concerns noted by the departments that led or might lead to non-typical hires/partnerships.</p> <p>Criterion for Success: Make initial offers (on first round recruiting) to new faculty by February 15.</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>11/12/2008 - in the last faculty recruiting cycle, we made offers up until early April. Provost has initiated a New Faculty Mentoring program and we have assigned mentors to all new faculty.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p>	