

Administrative and Educational Support Report*

Department of Mathematics

**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 Mathematics**

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: Lokenath Debnath

Unit Mission:

- To support the College of Science and Engineering mission statement by committing to excellence in instruction, student performance, research, scholarly accomplishment and professional service.
- To provide students of mathematics an environment of academic freedom that will ensure the exchange of ideas and the dissemination of knowledge and the appreciation of mathematics.
- To inspire students with and appreciation of the impact of mathematics in a global economy, and respect for the contributions made by previous generations.
- To provide students analytical foundations empowering them to pursue chosen courses of study where they can apply mathematics meaningfully for the purpose of contributing to current and future societal needs.

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

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.

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
The Department of Mathematics will improve continuance of students in mathematics degree programs.	Increase the 4 year graduation rate of mathematics majors by 1% from AY 2006-07 to AY 2007-08.	Establish a tracking system to verify that each student gets advisement before registering each semester. Have each student update his/her degree plan each semester.	The Department Chair will report 4-year graduate rates of mathematics majors in AY 2006-07 and AY 2007-08 by August 31, 2008.	None.
The Department of Mathematics will improve continuance of students in other degree programs.	Increase the success rate in key gatekeeper courses of Math 1300, Math 1334, Math 1340, Math 1321, and Math 1401 by 3%.	Monitor, expand, and improve the QEP project for Math 1300 and 1344. Monitor, expand, and improve the College Algebra Project for Math 1340. The Undergraduate	The Department Chair will report success rates in gatekeeper courses to the COSE Dean’s Office by August 31, 2008.	None.

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

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
		Curriculum Committee will review success rates and assessment data for Math 1321 and Math 1401 and make recommendations for improved success.		
The Department of Mathematics will assist students' counseling and planning.	Develop and post in a public place the cycling of courses for a 2 year time frame for math majors by October 1, 2007.	Have the departmental Curriculum Committee design a 2 year cycle of courses. Post flyers and distribute to students at advising.	The scheduled cycle of courses will be submitted to the COSE Dean's Office for review and approval.	None.

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

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
The Department will collect, report, and benchmark key outcome measures associated with enhancing student learning outcomes.	Completion of the annual Assessment Report for Mathematics Majors.	The Assistant Chair, in conjunction with the departmental Program Assessment Committee, will compile the Assessment Report.	The Annual Assessment Report will be submitted to the COSE Assessment Coordinator by June 15.	None.
The Department will improve student learning as measured by these outcomes.	Meet at least 70% or more of the student learning outcomes as indicated on the annual Assessment Report for Mathematics Majors.	The departmental Curriculum Committee will review the assessment data and make recommendations for improvement.	A report on recommendations for improvement will be submitted to the Department Chair by June 1.	None.

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

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
The Department of Mathematics will increase access to mathematics classes and programs.	Exceed the University growth rates in Undergraduate SCH production and the number of students enrolled in mathematics majors by at least 2%.	The departmental Curriculum Committee will review current SCH and number of math majors, and make recommendations for growth.	Use the 12 th day of class official student census data as provided by OIRE. Data will only be used for the Fall 2007 and Spring 2008 semesters.	None.

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

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
The Department of Mathematics will actively participate in professional development workshops in the area of teaching effectiveness.	At least 50% of the Department faculty will participate in at least one of the teaching improvement workshops offered through the Provost's Office in the AY 2007-08 year.	The Department will verify that professional development is explicitly included in its Annual Evaluation Criteria.	The COSE Dean's Office will monitor attendance at the workshops as indicated by the sign-in sheets.	

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
The Department of Mathematics will maintain high scholarly productivity of its tenured/tenure track faculty	The number of peer reviewed publications, books, and scholarly articles will increase by 5% from AY 2006-07 to AY 2007-08.	Hiring of active and productive faculty members. Request a new Ph.D. program in Applied and Computational Mathematics.	The number of publications, books, and scholarly activities will be reported in the department's Annual Report and submitted to the COSE Dean's Office and UTPA Administration for review.	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.

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
The Department will seek and obtain external funds to support research.	The number of proposals submitted to external funding agencies, and the number of funded external proposals.	Hiring of active and productive faculty members. Request a new Ph.D. program in Applied and Computational Mathematics.	The number of external grant proposals submitted and funded will be reported in the department’s Annual Report and submitted to the COSE Dean’s Office and UTPA Administration for review, with the goal of increasing the number of proposals by 5% and improving the success rate by 5%.	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
The Department of Mathematics will provide a variety of offerings in a flexible manner to facilitate attendance by non-traditional students.	The number of evening, weekend, and online courses.	The Department will schedule courses in a flexible manner and rotate evening offerings in its 2-year course offering plan.	The College will count the courses and their enrollment to evaluate the success and need for the flexible schedule.	None.

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
The Department will engage in activities that will support the community in understanding the importance of Science and Engineering.	Number of co-sponsored community events and conferences Number of memberships on mutual advisory councils and organizations. Number of programs and students involved in service learning activities coordinated through the University.	The Department will co-sponsor the annual RGVCTM meeting in November, 2007.	The College will keep track of participation of faculty and student participation in professional and community based activities through the Annual Evaluation, Tenure, and Promotion documents.	None.
The Department will engage industrial and other community partners in the development of community-based projects that will serve the dual purpose of	Number of projects that integrate research and entrepreneurial activities that meet contemporary community needs. Number of external proposals to secure funding in collaboration with	Continue to develop the Statistical Consulting Center.	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 Annual Evaluation 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
meeting needs within the community and providing opportunities for research.	community groups.			

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 assist its departments in establishing 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 Department will increase the number of teacher certifications in mathematics.	Increase the number of teachers receiving state certification to teach mathematics by 5% from AY 2006-07 to AY 2007-08.	Increase collaboration of COSE and COE.	By August 1, 2008, the Department will report data from AY 2006-07 and AY 2007-08 to the COSE.	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.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
The Department will improve the pool of qualified applicants in science and mathematics education programs.	Decrease the percentage of entering undergraduate students who require at least one semester of developmental mathematics by at least 2%.	Establishment of P-20 council for UTPA with curriculum alignment in mathematics being a major 07-08 focus. Support of the 2007-08 TexPrep program. Encourage math faculty to participate in math camps and outreach programs.	Data from OIRE on the number of entering students taking at least one developmental mathematics course in AY 2006-07 and AY 2007-08 will be collected and reported to the COSE Dean's Office by August 1, 2008.	None.

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<p>The Department will recruit and support regional in-service teachers to return for graduate work.</p>	<p>Increase by 5% the number of current in-service teachers who enter the masters program in mathematics.</p>	<p>Develop partnerships with local school districts and Region One to recruit high school teachers for masters degrees.</p> <p>Develop MSIS in Middle School Mathematics Teaching.</p> <p>Seek means of tuition reimbursements.</p>	<p>The Graduate Program Coordinator will report to the Department Chair the number of masters students who are in-service teachers in AY 2006-07 and AY 2007-08 by August 1.</p>	
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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 Department will engage in University sponsored international activities.	The number of faculty members who participate in UTPA-sponsored events such as International Week and Pan American days.	The Department will encourage faculty and students to participate in international activities sponsored by the Office of International Programs	The College will keep track of participation of faculty and student participation in University sponsored international activities by engaging with the Office of International Programs to maintain a system that would track this activity.	None.
The Department will engage in activities that will provide opportunities for faculty and students to gain international experience	The number of presentations made at international conferences by faculty and students will increase by 10% from AY 2006-07 to AY 2007-08.	The Department will support faculty and student applications for funding to travel to international meetings.	The departmental Annual Report will publish the number of presentations at international conferences over the past five years.	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>The Department will establish and promote interaction between UTPA and Mexican universities.</p>	<p>Increase by 10% the number of Mexican mathematicians publishing in the Department's mathematics journals.</p>	<p>Send invitations to mathematicians at Mexican universities to submit manuscripts to the Department's mathematics journals.</p> <p>Recruit at least one Mexican mathematician to speak at the Departmental Colloquium Series.</p>	<p>The Editors of departmental mathematics journals will report to the Department Chair the number of Mexican mathematicians who had articles published (or accepted for publication) in departmental mathematics journals by August 1, 2008.</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
The Department will follow a 2-year schedule of courses.	Publish a 2-year (6 semesters) schedule by October 15.	The departmental Curriculum Committee will be charged with developing a schedule.	The COSE Dean's Office will collect departmental 6-semester schedules and will revise/approve schedules for submission to the UTPA administration.	None.
The Department will maximize faculty, classroom and lab utilization.	Improved departmental space utilization rates by 3% in AY 2007-2008.	Obtain classroom and laboratory space utilization data from THECB and establish departmental benchmarks for space utilization rate for AY 2007-2008.	The COSE Dean's Office will assess THECB space utilization data for benchmark year and AY 2007-2008 to assure a 3% increase in utilization rate.	None.
The Department will minimize the number of classes that are not funded due to size.	Decrease by 2% the numbers of small classes.	Courses with small enrollments during registration will be evaluated earlier to consider cancellation.	The Dean's Office will assess small class data and determine the percentage of small classes not paid by the state offered within the college.	None.

UTPA Goal:

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

**Academic
Affairs
Objective:**

6.B. The Provost’s Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to recruit and retain quality faculty, as measured in the key outcome measures.

**College/AVP
Objective:**

6.B. 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
The Department will conduct job searches in a timely manner to recruit the most highly qualified faculty.	Make initial offers (on first round recruiting) to tenured/tenure-track job applicants by February 15.	Establish a hiring calendar that results in first-round recruiting offers being made by February 15.	The Department’s hiring calendar will be submitted to the COSE Dean’s Office for evaluation and approval.	None.
The Department will conduct effective searches to fill open faculty positions.	The percentage of open faculty positions filled by April 1 is at least 80%.	Establish a hiring calendar that results in first-round recruiting offers being made by February 15.	The COSE Dean’s office will collect and assess the Department’s percentage of productive faculty hires in AY 2007-2008.	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>The Department will have a high retention rate of new hires.</p>	<p>The percentage of those tenured/tenure-track faculty members hired since AY 2002-2003 that have remained at UTPA for 5 years will increase from AY 2006-07 to AY 2007-08.</p>	<p>Each tenured/tenure-track faculty member hired since AY 2002-2003 will meet with the Department Chair at least once in AY 2007-08 to discuss job performance and job conditions.</p>	<p>By October 1, 2007, the Department will report to the COSE Dean's Office the length of UTPA employment for each tenured/tenure-track faculty member hired from AY 2002-03 through AY 2006-07.</p> <p>The Dean's office will assess for each 5-year period the number of faculty who remained in service for 5 years.</p>	<p>None.</p>

AES FY08 Assessment Results Report

UTPA

Dept - Mathematics

Unit Mission: - To support the College of Science and Engineering mission statement by committing to excellence in instruction, student performance, research, scholarly accomplishment and professional service.

- To provide students of mathematics an environment of academic freedom that will ensure the exchange of ideas and the dissemination of knowledge and the appreciation of mathematics.

- To inspire students with and appreciation of the impact of mathematics in a global economy, and respect for the contributions made by previous generations.

- To provide students analytical foundations empowering them to pursue chosen courses of study where they can apply mathematics meaningfully for the purpose of contributing to current and future societal needs.

Unit Head: Lokenath Debnath

College: College of Science and Engineering

Division: Division of Academic Affairs

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Mathematics - Degree Programs - Continuance in math programs - The Department of Mathematics will improve continuance of students in mathematics degree 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: Active/Ongoing</p> <p>Strategies: Establish a tracking system to verify that each student gets advisement before registering each semester. Have each student update his/her degree plan each semester.</p>	<p>Assessment Method: The Department Chair will report 4-year graduate rates of mathematics majors in AY 2006-07 and AY 2007-08 by August 31,</p> <p>Criterion for Success: Increase the 4 year graduation rate of mathematics majors by 1% from AY 2006-07 to AY 2007-08.</p>	<p>09/12/2008 - The four year graduation rate for math undergraduates was 33.3% in AY 2006-07 and 31.3% in AY 2007-08.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/12/2008 - The undergraduate mathematics degree plans were changed to reduce the total number of hours and to improve the rate at which students complete advanced hours in the majors.</p>
<p>Dept - Mathematics - Degree Programs - Continuance in other programs - The Department of Mathematics will improve</p>	<p>Assessment Method: The Department Chair will report success rates in gatekeeper courses to the COSE</p>	<p>10/12/2008 - The the overall success rate for Math 1300, Math 1334, and Math 1340 in Fall 06/Spring 07 was 45%. The the overall success</p>	<p>10/12/2008 - The QEP project has expanded to include Math 1334 for AY 2008 - 2009.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>continuance of students in other degree 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: Active/Ongoing</p> <p>Strategies: Monitor, expand, and improve the QEP project for Math 1300 and 1344. Monitor, expand, and improve the College Algebra Project for Math 1340. The Undergraduate Curriculum Committee will review success rates and assessment data for Math 1321 and Math 1401 and make recommendations for improved success.</p>	<p>Dean's Office by August 31, 2008.</p> <p>Criterion for Success: Increase the success rate in key gatekeeper courses of Math 1300, Math 1334, Math 1340, Math 1321, and Math 1401 by 3%.</p>	<p>rate for these courses in Fall 07/Spring 08 was 50%. Data for Math 1321 and Math 1401 was not readily available.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	
<p>Dept - Mathematics - Degree Programs - Counseling and planning - The Department of Mathematics will assist students' counseling and planning.</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: Active/Ongoing</p> <p>Strategies: Have the departmental Curriculum Committee design a 2 year cycle of courses. Post flyers and distribute to students at advising.</p>	<p>Assessment Method: The scheduled cycle of courses will be submitted to the COSE Dean's Office for review and approval.</p> <p>Criterion for Success: Develop and post in a public place the cycling of courses for a 2 year time frame for math majors by October 1, 2007.</p>	<p>10/12/2008 - A two year schedule of the cycling of courses was developed for the BS - Mathematics and BIS - Middle School Mathematics programs, but not posted in a public place.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/12/2008 - The scheduled cycling of courses has been added to the department web site at http://www.math.utpa.edu</p>
<p>Dept - Mathematics - SLOs - Annual Assessment Report - The Department will</p>	<p>Assessment Method: The Annual Assessment Report will be</p>	<p>10/12/2008 - The 2007/08 Assessment Report for Mathematics Majors was submitted to the COSE</p>	<p>10/12/2008 - Oversight of the Assessment Report has been</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>collect, report, and benchmark key outcome measures associated with enhancing student learning 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: Active/Ongoing</p> <p>Strategies: The Assistant Chair, in conjunction with the departmental Program Assessment Committee, will compile the Assessment Report.</p>	<p>submitted to the COSE Assessment Coordinator by June 15.</p> <p>Criterion for Success: Completion of the annual Assessment Report for Mathematics Majors.</p>	<p>Dean's Office in June 2008.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>to the departmental Program Assessment Committee to ensure that the report continues to be compiled and submitted on time.</p>
<p>Dept - Mathematics - SLOs - Improve student learning - The Department will improve student learning 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: Active/Ongoing</p> <p>Strategies: The departmental Curriculum Committee will review the assessment data and make recommendations for improvement.</p>	<p>Assessment Method: A report on recommendations for improvement will be submitted to the Department Chair by June 1.</p> <p>Criterion for Success: Meet at least 70% or more of the student learning outcomes as indicated on the annual Assessment Report for Mathematics Majors.</p>	<p>10/12/2008 - Less than 70% of the SLOs for the BS - Mathematics (Noncertification) were met. At least 70% of the SLOs for the BS - Mathematics (Certification) were met. At least 70% of the SLOs for the BIS - Middle School Mathematics were met.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/12/2008 - A new course in the writing and development of proofs has been added to the BS - Mathematics degree.</p>
<p>Dept - Mathematics - Access - Systematic Methodology - The Department of Mathematics will increase access to mathematics classes and programs.</p> <p>Outcome Types: Administrative - Fiscal Year 2008</p>	<p>Assessment Method: Use the 12th day of class official student census data as provided by OIRE. Data will only be used for the Fall 2007 and Spring 2008 semesters.</p> <p>Criterion for Success:</p>	<p>09/08/2008 - The University growth rate in undergraduate SCH from Fall 06/Spring 07 to Fall 07/Spring 08 was 0.9%. The rate in mathematics SCH was -5%.</p> <p>Result Type: Criterion Not Met</p>	<p>10/12/2008 - Use of this result has not yet been made.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Start Date: 06/01/2007</p> <p>End Date: 05/31/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: The departmental Curriculum Committee will review current SCH and number of math majors, and make recommendations for growth.</p>	<p>Exceed the University growth rates in Undergraduate SCH production and the number of students enrolled in mathematics majors by at least 2%.</p>	<p>Next Step: Continue Current Strategy(s)</p>	
<p>Dept - Mathematics - Professional Development in Teaching - The Department of Mathematics will actively participate in professional development workshops in the area of teaching effectiveness.</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: Active/Ongoing</p> <p>Strategies: The Department will verify that professional development is explicitly included in its Annual Evaluation Criteria.</p>	<p>Assessment Method: The COSE Dean's Office will monitor attendance at the workshops as indicated by the sign-in sheets.</p> <p>Criterion for Success: At least 50% of the Department faculty will participate in at least one of the teaching improvement workshops offered through the Provost's Office in the AY 2007-08 year.</p>	<p>10/12/2008 - Attendance in teaching improvement workshops through the Provost's Office was not provided.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/12/2008 - The process for collecting this data has been changed. Data on the number of projects and proposals will be collected at the departmental level.</p>
<p>Dept - Mathematics - Scholarly Productivity - The Department of Mathematics will maintain high scholarly productivity of its tenured/tenure track faculty</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: Active/Ongoing</p>	<p>Assessment Method: The number of publications, books, and scholarly activities will be reported in the department's Annual Report and submitted to the COSE Dean's Office and UTPA Administration for review.</p> <p>Criterion for Success: The number of peer reviewed publications, books, and scholarly articles will increase by 5% from AY 2006-07 to AY 2007-08.</p>	<p>10/12/2008 - The number of books and publications published was 98 in AY 2006-07 and 120 in AY 2007-08, for a 22% increase.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Classified Recruit and hire at least three new faculty members for AY 2009.</p>	<p>10/12/2008 - No changes will be made. The department will recruit at least three highly qualified research faculty members during its faculty search in the AY 2008-09 year.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Strategies: Hiring of active and productive faculty members. Request a new Ph.D. program in Applied and Computational Mathematics.</p>			
<p>Dept - Mathematics - Acquisition of External Funds - Systematic Methodology - The Department will seek and obtain external funds to support research.</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: Active/Ongoing</p>	<p>Assessment Method: The number of external grant proposals submitted and funded will be reported in the department's Annual Report and submitted to the COSE Dean's Office and UTPA Administration for review, with the goal of increasing the number of proposals by 5% and improving the success rate by 5%.</p> <p>Criterion for Success: The number of proposals submitted to external funding agencies, and the number of funded external proposals.</p>	<p>10/12/2008 - The number of external proposals submitted in AY 2006-07 was 15 with two funded. The number of external proposals submitted in AY 2007-08 was 21 with seven funded.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/12/2008 - The Department Chair has begun mentorship of new tenure-track faculty members to encourage grant writing and improve chances of success.</p>
<p>Hiring of active and productive faculty members. Request a new Ph.D. program in Applied and Computational Mathematics.</p>			
<p>Dept - Mathematics - Credit and Non-credit Course Offerings - Systematic Methodology - The Department of Mathematics will provide a variety of offerings in a flexible manner to facilitate attendance by non-traditional students.</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: Active/Ongoing</p> <p>Strategies:</p>	<p>Assessment Method: The College will count the courses and their enrollment to evaluate the success and need for the flexible schedule.</p> <p>Criterion for Success: The number of evening, weekend, and online courses.</p>	<p>09/10/2008 - There were 55 evening mathematics courses in AY 2006-07 and 52 in AY 2007-08.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/12/2008 - Use of this result has not yet been made.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>The Department will schedule courses in a flexible manner and rotate evening offerings in its 2-year course offering plan.</p>			
<p>Dept - Mathematics - Community Importance of Science and Engineering - The Department will engage in activities that will support the community in understanding the importance of Science and Engineering.</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: Active/Ongoing</p> <p>Strategies: The Department will co-sponsor the annual RGVCTM meeting in November, 2007.</p>	<p>Assessment Method: The College will keep track of participation of faculty and student participation in professional and community based activities through the Annual Evaluation, Tenure, and Promotion documents.</p> <p>Criterion for Success: Number of co-sponsored community events and conferences Number of memberships on mutual advisory councils and organizations. Number of programs and students involved in service learning activities coordinated through the University.</p>	<p>10/12/2008 - Data on the number of events and memberships by department faculty is unavailable.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/12/2008 - The process for collecting this data has been changed. Data on the number of projects and proposals will be collected at the departmental level.</p> <hr/>
<p>Dept - Mathematics - Professional and Community Partnerships - The Department 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>Outcome Types: Administrative - Fiscal Year 2008</p> <p>Start Date: 06/01/2007</p> <p>End Date: 05/31/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies:</p>	<p>Assessment Method: 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 Annual Evaluation and Tenure and Promotion documents</p> <p>Criterion for Success: Number of projects that integrate research and entrepreneurial activities that meet contemporary community needs. Number of external proposals to secure funding in collaboration with community groups.</p>	<p>10/12/2008 - Data on the number of projects and external proposals in collaboration with community groups was not available.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/12/2008 - The process for collecting this data has been changed. Data on the number of projects and proposals will be collected at the departmental level.</p> <hr/>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
Continue to develop the Statistical Consulting Center.			
<p>Dept - Mathematics - Qualified Applicants - Systematic Methodology - The Department will increase the number of teacher certifications in mathematics.</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: Active/Ongoing</p> <p>Strategies: Increase collaboration of COSE and COE.</p>	<p>Assessment Method: By August 1, 2008, the Department will report data from AY 2006-07 and AY 2007-08 to the COSE.</p> <p>Criterion for Success: Increase the number of teachers receiving state certification to teach mathematics by 5% from AY 2006-07 to AY 2007-08.</p>	<p>09/12/2008 - Data from AY 2006-07 and AY 2007-08 was not yet available.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/12/2008 - Use of this result has not yet been made. There does not seem to be a direct method for determining the number of UTPA graduates receiving state certification, so this assessment method and criterion for success will need to be revised in the next Strategic Plan.</p>
<p>Dept - Mathematics - Qualified Applicants - Science and Engineering - The Department will improve the pool of qualified applicants in science and mathematics education 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: Active/Ongoing</p> <p>Strategies: Establishment of P-20 council for UTPA with curriculum alignment in mathematics being a major 07-08 focus. Support of the 2007-08 TexPrep program. Encourage math faculty to participate in math camps and outreach programs.</p>	<p>Assessment Method: Data from OIRE on the number of entering students taking at least one developmental mathematics course in AY 2006-07 and AY 2007-08 will be collected and reported to the COSE Dean's Office by August 1, 2008.</p> <p>Criterion for Success: Decrease the percentage of entering undergraduate students who require at least one semester of developmental mathematics by at least 2%.</p>	<p>09/12/2008 - The percentage of entering freshmen taking at least one developmental math course was 42% in Fall 2006 and 39.3% in Fall 2007.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/12/2008 - No change will be made.</p>
<p>Dept - Mathematics - Qualified Applicants - In-service Teachers - The Department will recruit and support regional in-service</p>	<p>Assessment Method: The Graduate Program Coordinator will</p>	<p>09/12/2008 - Data on the number of current in-service teachers who enter the masters program</p>	<p>10/12/2008 - The Graduate Program Coordinator is developing</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>teachers to return for graduate work.</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: Active/Ongoing</p> <p>Strategies: Develop partnerships with local school districts and Region One to recruit high school teachers for masters degrees. Develop MSIS in Middle School Mathematics Teaching Seek means of tuition reimbursements</p>	<p>report to the Department Chair the number of masters students who are in-service teachers in AY 2006-07 and AY 2007-08 by August 1.</p> <p>Criterion for Success: Increase by 5% the number of current in-service teachers who enter the masters program in mathematics.</p>	<p>in mathematics was not yet available.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Add New Strategy</p>	<p>alternative ways to collect demographic data and other feedback from students enrolled in graduate mathematics courses.</p>
<p>Dept - Mathematics - Access to Inter-American and Global Perspectives - University Activities - The Department will engage in University sponsored international activities.</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: Active/Ongoing</p> <p>Strategies: The Department will encourage faculty and students to participate in international activities sponsored by the Office of International Programs.</p>	<p>Assessment Method: The College will keep track of participation of faculty and student participation in University sponsored international activities by engaging with the Office of International Programs to maintain a system that would track this activity.</p> <p>Criterion for Success: The number of faculty members who participate in UTPA-sponsored events such as International Week and Pan American days.</p>	<p>10/12/2008 - Data on the number of faculty members who participated in these events is not currently available.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/12/2008 - The process for collecting this data has been changed. Data on the number of projects and proposals will be collected at the departmental level.</p>
<p>Dept - Mathematics - Inter-American and Global Perspectives - Faculty and Student Experience - The Department will engage in activities that will provide opportunities for faculty and students to gain international</p>	<p>Assessment Method: The departmental Annual Report will publish the number of presentations at international conferences over the past five years.</p>	<p>09/08/2008 - There were 34 presentations made at international conferences in AY 2006-07 and 38 in AY 2007-08 for a 11% increase.</p> <p>Result Type: Criterion Met</p>	<p>10/12/2008 - The Department Chair has made requests to increase the departmental travel budget to further encourage and support faculty and student travel to</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>experience</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: Active/Ongoing</p> <p>Strategies: The Department will support faculty and student applications for funding to travel to international meetings.</p>	<p>Criterion for Success: The number of presentations made at international conferences by faculty and students will increase by 10% from AY 2006-07 to AY 2007-08.</p>	<p>Next Step: Add New Strategy</p> <p>Resources Needed - Travel: The departmental travel budget should be tripled to accomodate current and future international travel needs.</p>	<p>international conferences.</p>
<p>Dept - Mathematics - Inter-American and Global Perspectives - Mexican Universities - The Department will establish and promote interaction between UTPA and Mexican universities.</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: Active/Ongoing</p> <p>Strategies: Send invitations to mathematicians at Mexican universities to submit manuscripts to the Department's mathematics journals. Recruit at least one Mexican mathematician to speak at the Departmental Colloquium Series.</p>	<p>Assessment Method: The Editors of departmental mathematics journals will report to the Department Chair the number of Mexican mathematicians who had articles published (or accepted for publication) in departmental mathematics journals by August 1, 2008.</p> <p>Criterion for Success: Increase by 10% the number of Mexican mathematicians publishing in the Department's mathematics journals.</p>	<p>10/12/2008 - Data on the number of Mexican mathematicians publishing in the Department's mathematics journals is not currently available.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/12/2008 - Use of the result has not yet been made.</p>
<p>Dept - Mathematics - Optimization of Course Offerings - 2-yr Schedule of Courses - The Department will follow a 2-year schedule of courses.</p> <p>Outcome Types: Administrative - Fiscal Year 2008</p>	<p>Assessment Method: The COSE Dean's Office will collect departmental 6-semester schedules and will revise/approve schedules for submission to the UTPA administration.</p> <p>Criterion for Success:</p>	<p>08/29/2008 - The department developed 2-year schedules for its degree programs.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/12/2008 - The 2-year schedule is used by program advisors in their advising of students.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Start Date: 06/01/2007</p> <p>End Date: 05/31/2008</p> <p>Outcome Status: Active/Ongoing</p> <p>Strategies: The departmental Curriculum Committee will be charged with developing a schedule.</p>	<p>Publish a 2-year (6 semesters) schedule by October 15.</p>	<p>08/29/2008 - The department developed 2-year schedules for its degree programs.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/12/2008 - The 2-year schedule is used by program advisors in their advising of students.</p>
<p>Dept - Mathematics - Optimization of Course Offerings - Utilization - The Department will maximize faculty, classroom and lab utilization.</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: Active/Ongoing</p> <p>Strategies: Obtain classroom and laboratory space utilization data from THECB and establish departmental benchmarks for space utilization rate for AY 2007-2008.</p>	<p>Assessment Method: The COSE 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>Criterion for Success: Improved departmental space utilization rates by 3% in AY 2007-2008.</p>	<p>09/12/2008 - Space utilization data for the department was not available; however, in both AY 2006-07 and AY 2007-08, all departmental office space was used, with some faculty members sharing offices and/or given office space in other buildings.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Add New Strategy</p> <p>Resources Needed - Maintenance & Operation: Office space in MAGC is needed for department faculty members.</p>	<p>10/12/2008 - The Department Chair has made requests for additional office space in MAGC for department faculty members.</p>
<p>Dept - Mathematics - Optimization of Course Offerings - Small Classes - The Department will minimize the number of classes that are not funded due to size.</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: Active/Ongoing</p>	<p>Assessment Method: The 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> <p>Criterion for Success: Decrease by 2% the numbers of small classes.</p>	<p>09/08/2008 - The number of small classes (less than 10 undergraduates or less than 5 graduate students), excluding special project or cross-listed courses, in AY 2006 -07 was 1 and in AY 2007 - 08 was 4.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/12/2008 - No changes have been made.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Strategies: Courses with small enrollments during registration will be evaluated earlier to consider cancellation.</p>			
<p>Dept - Mathematics - Recruiting Qualified Faculty - Timely Searches - The Department will conduct job searches in a timely manner to recruit the most highly qualified faculty.</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: Active/Ongoing</p> <p>Strategies: Establish a hiring calendar that results in first-round recruiting offers being made by February 15.</p>	<p>Assessment Method: The Department's hiring calendar will be submitted to the COSE Dean's Office for evaluation and approval.</p> <p>Criterion for Success: Make initial offers (on first round recruiting) to tenured/tenure-track job applicants by February 15.</p>	<p>09/08/2008 - Initial offers were not made by February 15.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/12/2008 - The timeline for conducting searches during the AY 2008-09 year has been changed to complete the interview process earlier in 2009.</p>
<p>Dept - Mathematics - Recruiting Qualified Faculty - Effective Searches - The Department will conduct effective searches to fill open faculty positions.</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: Active/Ongoing</p> <p>Strategies: Establish a hiring calendar that results in first-round recruiting offers made by February 15.</p>	<p>Assessment Method: The COSE Dean's office will collect and assess the Department's percentage of productive faculty hires in AY 2007-2008.</p> <p>Criterion for Success: The percentage of open faculty positions filled by April 1 is at least 80%.</p>	<p>09/08/2008 - All open tenured/tenure-track faculty positions were filled by April 1.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/12/2008 - No changes will be made.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Dept - Mathematics - Recruiting Qualified Faculty - Retain New Hires - The Department will have a high retention rate of new hires.</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: Active/Ongoing</p> <p>Strategies: Each tenured/tenure-track faculty member hired since AY 2002-2003 will meet with the Department Chair at least once in AY 2007-2008 to discuss job performance and job conditions.</p>	<p>Assessment Method: By October 1, 2007, the Department will report to the COSE Dean's Office the length of UTPA employment for each tenured/tenure-track faculty member hired from AY 2002-03 through AY 2006-07. The Dean's office will assess for each 5-year period the number of faculty who remained in service for 5 years.</p> <p>Criterion for Success: The percentage of those tenured/tenure-track faculty members hired since AY 2002-2003 that have remained at UTPA for 5 years will increase from AY 2006-07 to AY 2007-08.</p>	<p>09/08/2008 - 100% (2 out of 2) of the new faculty hired beginning September 2002 remained at UTPA for five years. 50% (2 out of 4) of the new faculty hired beginning September 2003 remained at UTPA for five years.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Salaries: Increased salaries for new and continuing tenure-track faculty members.</p>	<p>10/12/2008 - No changes have been made.</p>