

Administrative and Educational Support Report*

Department of Physics & Geology

**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 Physics and Geology**

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 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. Steven Tidrow**

Unit Mission: The Department of Physics and Geology supports the mission statement of The University of Texas – Pan American, The College of Science and Engineering, and serves the Rio Grande Valley Community and the State of Texas through the development, implementation and execution of education programs at both the undergraduate and graduate levels that provide opportunities for students and professionals to learn about the physical principles, laws of nature, that are the basis for a broad range of disciplines, so that those students and professionals may achieve the foundation, knowledge, skills and abilities, to earn a reasonable living throughout their lifetime by providing scientific and/or engineering goods and services, as responsible citizens, that improve the standard and quality of living of people within the community, city, state, region, country and world. The Department in and equally important role serves the Rio Grande Valley Community and the State of Texas through the development, implementation and execution of community outreach programs that: (1) motivate and encourage our youth to participate in the disciplines of physical sciences and/or engineering so that they may later become involved with solving numerous technological challenges that face our society; (2) better prepare Middle and High School teachers in Physics Education, through programs like the Master of Science in Interdisciplinary Studies (MSIS), so that those teachers are enabled with the foundation to better foster and develop the knowledge, skills and abilities of our youngsters toward physics and engineering; and (3) enlighten other adults, including retirees, in our community about physics, astronomy and geology.

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.

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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.

Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>Objective 1.A</p> <p>The Department will support COSE and UTPA toward achieving objective 1.A</p>	<p>Review and discuss (at departmental faculty meeting(s)) data distributed from COSE Dean’s Office for Department of Physics and Geology 5-year performance measures</p>	<p>Develop, implement and execute short-term (one to two-year), mid-term (three to five-year), and long term (beyond five year) strategic solutions addressing improvement in 5-year performance measures at UTPA by improving Departmental:</p> <ul style="list-style-type: none"> a. 4 and 6-year graduation rates; b. freshman, sophomore, junior and senior level retention rates; c. average length of time to graduation; d. success in gatekeeper courses. 	<p>Provide Dean’s Office with summary report of Departmental faculty meeting(s) with regard to the review(s), discussion(s) and strategic solution(s) addressing improvement in 5 year Departmental performance measures at UTPA .</p>	<p>None.</p>
<p>Objective 1.A.</p> <p>The Department will support COSE and UTPA toward achieving objective 1.A.</p>	<p>Develop, implement and execute short-term (one to two-year), mid-term (three to five-year), and long term (beyond five year) strategic solution(s) that improve the Departmental:</p> <ul style="list-style-type: none"> a. average time to graduation; b. annual average 	<p>Department shall develop the policies, practices and procedures to implement and execute</p> <ul style="list-style-type: none"> a. a rewards based scholarship program to increase student population that attracts freshman 	<p>Provide COSE Dean’s Office with a report on strategic solution(s) by end of Fall 2007 semester with (a)-(c) fully implemented for Fall 2008 recruitment and class scheduling. The Department will collect data from the AAMS Center, from Professional Guidance Counselors and from faculty.</p>	<p>None: Scholarship funds previously agreed upon.</p>

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
	freshman, sophomore and junior retention rates; c. average number of students graduating per year; in support of the COSE goals and based on a three-year running average.	and retains upperclassman b. a registration process requiring each Departmental student update his/her degree plan each semester before they may register. c. a tracking system headed by the Departmental adviser(s) to verify that each student receives advisement each semester before the student may register.		
Objective 1.A. The Department will support COSE and UTPA toward achieving objective 1.A.	Assist students in continuance programs through Departmental posting in a public place the cycling of courses for a 2 year time frame by October 1, 2007	Department currently posts the 2-year cycle of courses on the Departmental Website and on the wall in the hallway of each wing of the Department.	Department Chair will place questions on the exit interviews for graduating majors as to whether the information of the cycling of courses was available to them and as to whether or not the cycling of courses impacted their graduation date.	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.

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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 1.B. The Department will support COSE and UTPA toward achieving objective 1.B.	Develop, implement and execute a Departmental short-term (one to two-year), mid-term (three to five-year), and long term (beyond five year) strategic solution(s) to monitor and verify Departmental student learning outcomes. Program strategic solution(s) will include some review mechanism such as licensure exams, student satisfaction with the preparation, employer satisfaction or other and will be reported by October 15, 2007, to the Executive Council.	Department chair will report, to the Executive Council, Departmental assessment results on the student learning outcomes. Faculty will use one or more strategic solution(s) to student learning outcomes in curriculum development	Majors within the Department should meet 70% or more of the student learning outcomes. The Department will provide a plan to address the results of the assessment by June 1 each year.	Cost for sponsoring tests expected: 30 students X \$25 = \$750/major.

UTPA Goal:

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

Academic Affairs Objective:

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

College/AVP

1.C. The College of Science and Engineering will assist its departments to establish a systematic methodology for the collection,

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Objective: 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
<p>Objective 1.C.</p> <p>The Department will support COSE and UTPA toward achieving objective 1.C.</p>	<p>Develop, implement and execute short-term (one to two-year), mid-term (three to five-year), and long term (beyond five year) strategic solution(s) that:</p> <ul style="list-style-type: none"> a. improve Department growth rate in Undergraduate SCH production in Physics & Geology b. stabilize Department service area Undergraduate SCH production c. improve the number of students enrolled within Department majors compared with F2007, using a 3-year running average taken from 12th day of class official student census data for 2008-2010, in support of and consistent with COSE goals during that period of time. 	<p>Department Chair to attend the general meeting in the COSE at the beginning of the 2007-08 academic year to obtain 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>Department Chair to present at a tenure/tenure-track faculty Departmental meeting the COSE 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>Use the 12th day of class official student census data as provided by OIRE (S2007, F2007) as the basis for comparing the upcoming Department 3-year period growth rates in support of COSE goals.</p>	<p>None.</p>

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

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**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 Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
Objective 1.D. The Department will support COSE and UTPA toward achieving objective 1.D.	The Department goal is participation of 25% of the faculty per semester or 50% of the faculty per year in support of the COSE goal of 50% of faculty participation each year.	The Department will verify that professional development is explicitly included in each Faculty members Annual Evaluation Criteria.	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.	None.

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	The Department will provide data for benchmarking	Utilize the COSE developed template to	The Department will report scholarly works outcomes to the	None

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
The Department will support COSE and UTPA toward achieving objective 2.A.	Departmental scholarly work outcomes to COSE Dean's Office by October 1, 2007.	report the Departmental scholarly works outcome using information from the Annual Faculty Evaluations	COSE Dean's Office by October 1, 2007, using the provided template.	

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
Objective 2.B. The Department will support COSE and UTPA toward achieving objective 2.B.	Department will develop, implement and execute short-term (one to two-year), mid-term (three to five-year), and long term (beyond five year) strategic solution(s) that: a. support the COSE goals of increasing, the number of proposals for funding by 5%. b. Increase Department	For benchmarking, request past annual reports from the Office of Research and Sponsored Projects to obtain the official data for the Department on a. number of project proposals submitted for fiscal year; b. amount of funded research grant(s) for	Report data about Departmental proposal(s) using standardized format, with data corrected for multiple authors, to COSE Dean's Office.	None

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Unit Objective	Measurable Outcomes and Criteria for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
	<p>funding rate at an annual growth rate of 5% or greater using a 3-year running average compared with fiscal year 2004 through 2006.</p> <p>Department will track Departmental proposals using standardized methods, corrected for multiple authors.</p>	<p>the fiscal year.</p>		
<p>Objective 2.B.</p> <p>The Department will support COSE and UTPA toward achieving objective 2.B.</p>	<p>Establish Department's data base and comparison baseline performance for</p> <ul style="list-style-type: none"> a. the number of active intra- and inter-University collaborative projects; b. number of disclosures, patents, product licenses/ marketed patents, and amount of revenue generated; c. students participating in funded and non-funded research projects. 	<p>Query Departmental database(s) and Faculty for information to establish Department benchmark(s) for:</p> <ul style="list-style-type: none"> a. active intra- and inter-University collaborative projects; b. disclosures, patents, product licenses/ marketed patents, and amount of revenue generated; c. students participating in funded and non-funded research projects. d. Number of entrepreneurial activities. 	<p>Department shall provide benchmarks, baseline performance data, and set targets for improvements by May 2008, to COSE Dean's Office.</p>	<p>None.</p>

UTPA Goal:

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

**Academic
Affairs
Objective:**

3.A. The Provost’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 Department will support COSE and UTPA toward achieving objective 3.A.	The Department will investigate, seek input from students and the community as to the need for flexible scheduling to facilitate attendance by non-traditional students and where warranted will increase the number of alternatively scheduled academic offerings (weekend, online courses)	The Chair will: a. Discuss with faculty the potential for schedule courses in a flexible manner; b. promote such offerings; c. seek input from students and the community as to the needs for flexible scheduling.	The Department will assist COSE in developing survey instruments to measure the needs and requirements for flexible schedules.	
The Department will support COSE and UTPA toward achieving objective 3.A.	The Department will cooperate with COSE in establish continuing education courses for a. Number of non-degree programs and students (e.g., certificates,	The Department will cooperate with COSE to: a. develop a strategic plan for the establishment of a continuing education program.	The Department will asses through survey instruments the needs and requirements for flexible schedules in support continuing education.	

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Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
	continuing education, CEU courses, etc.) in support of certification and re-certification of non-traditional students and professionals.	b. seek to synergize with existing resources for the continuing education program. c. execute the program		

UTPA Goal:

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

Academic Affairs Objective:

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

College/AVP Objective:

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

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
3.B. The Department will support COSE and UTPA toward achieving objective 3.B.	The Department will develop, implement and execute short-term (one to two-year), mid-term (three to five-year), and long term (beyond five year) strategic solution(s) and activities that support the community in understanding the importance of Science and Engineering through community outreach programs like:	The Department will: a. encourage participation in community based activities of the University; b. facilitate and encourage the participation of faculty and students in professional and community based service activities	The Department will keep track 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. The Department will keep track and provide reports to COSE Dean’s Office to development, implementation and execution of: a. Planetarium	

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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>a. Planetarium b. Education programs that: (1) motivate and encourage our youth to participate in the disciplines of sciences and/or engineering so that they may later become involved with solving numerous technological challenges that face our society; (2) better prepare Middle and High School teachers in Physics Education, through programs like the Master of Science in Interdisciplinary Studies (MSIS), so that those teachers are enabled with the foundation to better foster and develop the knowledge, skills and abilities of our youngsters toward physics and engineering; (3) enlighten other adults, including retirees, in our community about physics, astronomy and geology.</p>	<p>c. through involvement, partnering and planning with the Community, local industry, industry, local, state and federal governments and the University of Texas Pan American, develop, implement and execute a strategic plan to raise funds (in a 3-year period of time) that allows full operation of the Planetarium as a University resource for recruitment, community outreach and education</p>	<p>b. Educational programs</p>	
3.B.	The Department will encourage:	The Department will engage the Community,	The Department will keep track of faculty and student participation in	

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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
The Department will support COSE and UTPA toward achieving objective 3.B.	<ul style="list-style-type: none"> a. Integration of research and entrepreneurial activities that meet contemporary community needs b. Number of external proposals to secure funding in collaboration with community groups. 	local industry, industry, local, state and federal governments and the University of Texas Pan in the development of community-based projects that will serve the dual purpose of meeting needs within the community and providing opportunities for research.	professional and community based activities through the proposal flow for authorization and the Merit and Tenure and Promotion documents.	

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

Academic Affairs Objective: 4.A. The Provost's Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting, benchmarking, and to improve the pool of qualified applicants as measured in the key outcome measures.

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

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>4.A.</p> <p>The Department will support COSE and UTPA toward achieving objective 4.A.</p>	<p>The Department will interact with and support UTPA's P-20 council for curriculum alignment</p> <p>The Department will continue to develop, implement and execute short-term (one to two-year), mid-term (three to five-year), and long term (beyond five year) strategic solution(s) through programs like MSIS and</p> <p>a. interact with COE to develop programs satisfying teacher certification</p> <p>b. increase interaction with local school districts (e.g. recruiting high school teachers for science degrees).</p>	<p>The Department will support COSE in establishing a systematic methodology for the collection, reporting, and benchmarking of assessment data so as to improve key outcome measures associated with students in continuance degree programs in science education, and will improve the continuance rates of students in these programs.</p> <p>The Department will work with local ISDs to develop incentives to increase the number of teachers enrolled in Departmental programs like MSIS and use a 3-year running average for metric comparisons</p> <p>The Department shall continue to offer teacher related graduate science classes in late afternoon and/or evening.</p>	<p>The Department will collect data from AY 2005-2007 and report to COSE Dean's Office to be used in establishing AY 2007-2008 benchmarks.</p> <p>The Department will, by August 1, 2008, collect data for AY 2007-2008</p> <p>The Department will analyze collected data and compare against benchmarks.</p> <p>The Department will report assessment figures in their Annual Assessment Reports.</p> <p>Using the assessment data from AY 2007-2008, the Department will establish action plans for improvements to be made in AY 2008-2009.</p>	<p>(Additional) Scholarship funds to support teacher education and certification programs may be necessary.</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.

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**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
<p>4.B.</p> <p>The Department will support COSE and UTPA toward achieving objective 4.B.</p>	<p>The Department will interact with and support UTPA’s P-20 council for curriculum alignment</p> <p>The Department will continue to develop, implement and execute short-term (one to two-year), mid-term (three to five-year), and long term (beyond five year) strategic solution(s) through programs like MSIS and</p> <ul style="list-style-type: none"> a. interact with COE to develop programs satisfying teacher certification b. increase interaction with local school districts (e.g. recruiting high school teachers for science degrees) c. increase number of teachers enrolled in science over the 	<p>The Department will support COSE in establishing a systematic methodology for the collection, reporting and benchmarking of assessment data toward improving the pool of qualified applicants entering science education programs.</p> <p>The Department will work with P-20 Council and ISDs for curriculum alignment.</p> <p>The Department will work with local ISDs to develop incentives to increase the number of teachers enrolled in Departmental programs like MSIS and use a 3-year running average for metric comparisons</p>	<p>The Department will collect data for students entering science education from AY 2006-2007 so as to set benchmarks for AY 2007-2008.</p> <p>By August 1, 2008, the Department will collect data for AY 2007-2008</p> <p>The Department will analyze data and compare with benchmark numbers.</p> <p>The Department will report assessment figures in the Annual Assessment Report(s).</p> <p>Using the assessment data from AY 2007-2008, the Department will establish action plans for improvements to be made in AY 2008-2009.</p>	<p>(Additional) Scholarship funds to support teacher education and certification programs may be necessary.</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>benchmark number.</p> <p>The Department will continue to support programs like MSIS.</p> <p>The Department will continue to offer graduate science classes in late afternoon and/or evening time slots.</p>	<p>The Department shall continue to offer teacher related graduate science classes in late afternoon and evening.</p>		

UTPA Goal:

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

Academic Affairs Objective:

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

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
5.A.	The Department will engage in University sponsored	The Department will encourage faculty and	The Department will keep track of faculty and student engagement	

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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
The Department will support COSE and UTPA toward achieving objective 5.A.	international activities. The Department will collect data to benchmark the number and diversity of affiliation of participants in international week, Pan American days. a. Number of students who study abroad and foreign students studying at UTPA b. Number of Visiting International Scholars	students to participate in University sponsored international activities through the Office of International Programs	in activities that include international experiences based activities through the Merit and Tenure and Promotion documents	
5.A. The Department will support COSE and UTPA toward achieving objective 5.A.	The Department will collect data to benchmark the number of active partnerships that yield instructional, research, or service benefits to the institution and its faculty through: a. international internship(s) b. faculty with international experience(s) c. international presentation(s)	The Department will engage in activities that will provide opportunities for faculty and students to gain international experience(s)	The Department will keep track of faculty and student engagement in activities that include international experiences based activities through the Merit and Tenure and Promotion documents	

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.

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College/AVP Objective:

6.A. The College of Science and Engineering will assist its departments in establishing a systematic methodology for collecting, reporting, and benchmarking of key outcome measures for optimizing course offerings and will improve the optimization of course offerings as measured by these outcomes.

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
<p>6.A.</p> <p>The Department will support COSE and UTPA toward achieving objective 6.A.</p>	<p>The Department will:</p> <ul style="list-style-type: none"> a. publish a 2-year (6 semesters) schedule by October 15. and will develop, implement and execute short-term (one to two-year), mid-term (three to five-year), and long term (beyond five year) strategic solution(s) to b. reduce the delta between scheduled seats and filled seats; c. maximize faculty, classroom and lab utilization; d. minimize the number of classes that are not funded due to size. 	<p>The Department will work with COSE to establish a systematic methodology for the collection, reporting, and benchmarking of assessment data for optimizing course offerings.</p> <p>In January, the Department will submit to the COSE Dean, a 2-year, 6-semester schedule of classes offered</p> <p>The Department will establish a benchmark for AY 2006-2007 for percentage of seats filled.</p> <p>The Department will assist in establishing benchmark for classroom and laboratory space utilization from THECB AY 2006-2007 data and</p>	<p>The Department will provide COSE Dean with 6-semester schedules for submission to the UTPA administration.</p> <p>The Department will provide data to COSE Dean on percentage of seats filled.</p> <p>The Department will verify THECB space utilization data given to Dean's Office for assessment comparison of benchmark year with AY 2007-2008.</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
		utilize data to improve space optimization. The Department will work with COSE to decrease number of small classes unpaid by state.		

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
6.A. The Department will support COSE and UTPA toward achieving objective 6.A.	The Department will work with COSE to have initial offers (on first round recruiting) to new faculty by February 15. The Department will work with COSE to increase the percentage of hires yielded from open faculty positions. The Department will work	The Department will work with COSE to establish a systematic methodology for the collection, reporting, and benchmarking of key outcome measures related to: a. recruiting quality faculty b. increasing the recruiting of qualified	The Department will provide COSE Dean's Office with departmental hiring calendars. The Department will provide the COSE Dean's office with the percentages of productive faculty hires for AY2006-2007 and AY2007-2008. The Department will provide the COSE Dean's Office with data for	

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

Unit Objective	Measurable Outcome for Unit Objective	Strategy(ies) to Achieve Unit Objective	Evaluation Methods for Measurable Outcome	New Resources Needed in FY08
	<p>with COSE to increase the number of new to tenured/tenure track faculty who remain for 5 years.</p>	<p>faculty.</p> <p>The Department will establish a hiring calendar(s) that will result in first-round recruiting offers being made by February 15.</p> <p>The Department will determine percentage of productive hires from open faculty positions in AY 2006-2007.</p> <p>The Department will use a 3-year running average for comparing progress toward improving the number of tenured/tenure track faculty who remain within the Department and provide UTPA service for 5 years ending in AY 2006-2007 and will demonstrate improvement in the metric within 3-years.</p>	<p>the number of faculty who remained in service for 5 years.</p> <p>The Department will provide the COSE Dean's Office with information about any problems/concerns noted by the Department concerning non-typical hires/partnerships.</p>	

AES FY08 Assessment Results Report

UTPA

Dept - Physics & Geology

Unit Mission: The Department of Physics and Geology supports the mission statement of The University of Texas ? Pan American, The College of Science and Engineering, and serves the Rio Grande Valley Community and the State of Texas through the development, implementation and execution of education programs at both the undergraduate and graduate levels that provide opportunities for students and professionals to learn about the physical principles, laws of nature, that are the basis for a broad range of disciplines, so that those students and professionals may achieve the foundation, knowledge, skills and abilities, to earn a reasonable living throughout their lifetime by providing scientific and/or engineering goods and services, as responsible citizens, that improve the standard and quality of living of people within the community, city, state, region, country and world. The Department in and equally important role serves the Rio Grande Valley Community and the State of Texas through the development, implementation and execution of community outreach programs that: (1) motivate and encourage our youth to participate in the disciplines of physical sciences and/or engineering so that they may later become involved with solving numerous technological challenges that face our society; (2) better prepare Middle and High School teachers in Physics Education, through programs like the Master of Science in Interdisciplinary Studies (MSIS), so that those teachers are enabled with the foundation to better foster and develop the knowledge, skills and abilities of our youngsters toward physics and engineering; and (3) enlighten other adults, including retirees, in our community about physics, astronomy and geology.

Unit Head: Steven Tidrow

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 - Physics & Geology - Degree Programs - Systematic Methodology - 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.</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: Complete</p> <p>Strategies:</p>	<p>Assessment Method: Provide Dean?s Office with summary report of Departmental faculty meeting(s) with regard to the review(s), discussion(s) and strategic solution(s) addressing improvement in 5 year Departmental performance measures at UTPA . Provide COSE Dean?s Office with a report on strategic solution(s) by end of Fall 2007 semester with (a)-(c) fully implemented for Fall 2008 recruitment and class scheduling. The Department will collect data from the AAMS Center, from Professional Guidance Counselors and from faculty. Department Chair will place questions on the exit interviews for graduating majors as to whether the information of the cycling of courses was available to them and as to</p>	<p>10/30/2008 - 1.A.a Department of Physics and Geology average time to graduation: BSIS: 3 years (based on 2 students that graduated this past year) MSIS: 2.4 (based on 5 students that graduated this past year) 1.A.b Retention rates Freshmen: (Undetermined: No Freshmen) Sophomores: (Undetermined: No Sophomores) Juniors: 100% (4 of 4) Seniors: 100% (3 of 3; excluding 3 seniors that graduated) 1A.c Graduated B.S. 2007(0); 2008 (2) MSIS 2007(0); 2008 (5) Course cycles for 2 year time frame posted.</p> <p>Result Type: Criterion Met</p>	<p>10/30/2008 - No student graduated in AY2007 from either the B.S. or M.S.I.S programs. While the numbers for graduation and retention may be statistically small and perhaps unmeaningful, the number of graduates is in a positive direction; therefore, policies implemented in Fall 2007 will be continued.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Develop, implement and execute short-term (one to two-year), mid-term (three to five-year), and long term (beyond five year) strategic solutions addressing improvement in 5-year performance measures at UTPA by improving Departmental:</p> <p>a. 4 and 6-year graduation rates; b. freshman, sophomore, junior and senior level retention rates; c. average length of time to graduation; d. success in gatekeeper courses.</p> <p>Department shall develop the policies, practices and procedures to implement and execute</p> <p>a. a rewards based scholarship program to increase student population that attracts freshman and retains upperclassman b. a registration process requiring each Departmental student update his/her degree plan each semester before they may register. c. a tracking system headed by the Departmental adviser(s) to verify that each student receives advisement each semester before the student may register. Department currently posts the 2-year cycle of courses on the Departmental Website and on the wall in the hallway of each wing of the Department.</p>	<p>whether or not the cycling of courses impacted their graduation date.</p> <p>Criterion for Success: Review and discuss (at departmental faculty meeting(s)) data distributed from COSE Dean's Office for Department of Physics and Geology 5-year performance measures</p> <p>Develop, implement and execute short-term (one to two-year), mid-term (three to five-year), and long term (beyond five year) strategic solution(s) that improve the Departmental:</p> <p>a. average time to graduation; b. annual average freshman, sophomore and junior retention rates; c. average number of students graduating per year; in support of the COSE goals and based on a three-year running average.</p> <p>Assist students in continuance programs through Departmental posting in a public place the cycling of courses for a 2 year time frame by October 1, 2007</p>	<p>Next Step: Continue Current Strategy(s)</p>	
<p>Dept - Physics & Geology - SLOs - Systematic Methodology - 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</p>	<p>Assessment Method: Majors within the Department should meet 70% or more of the student learning outcomes.</p> <p>The Department will provide a plan to address the results of the assessment by June 1 each year.</p>	<p>10/30/2008 - See the attached Student Learning Outcomes (SLOs) Assessment Report submitting Summer 2008. Result Type: Criterion Met Next Step: Continue Current Strategy(s) Related Documents:</p>	<p>10/31/2008 - SLOs are being used for product improvement(s). Appropriate measures and monitoring improvements need to be recognized and implemented.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>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: Complete</p> <p>Strategies: Department chair will report, to the Executive Council, Departmental assessment results on the student learning outcomes.</p> <p>Faculty will use one or more strategic solution(s) to student learning outcomes in curriculum development</p>	<p>Criterion for Success: Develop, implement and execute a Departmental short-term (one to two-year), mid-term (three to five-year), and long term (beyond five year) strategic solution(s) to monitor and verify Departmental student learning outcomes.</p> <p>Program strategic solution(s) will include some review mechanism such as licensure exams, student satisfaction with the preparation, employer satisfaction or other and will be reported by October 15, 2007, to the Executive Council.</p>	<p>080617 BS Physics SLO Student Learning Outcomes.doc</p>	
<p>Dept - Physics & Geology - 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: Complete</p> <p>Strategies: Department Chair to attend the general meeting in the COSE at the beginning of the 2007-08 academic year to obtain data</p>	<p>Assessment Method: Use the 12th day of class official student census data as provided by OIRE (S2007, F2007) as the basis for comparing the upcoming Department 3-year period growth rates in support of COSE goals.</p> <p>Criterion for Success: Develop, implement and execute short-term (one to two-year), mid-term (three to five-year), and long term (beyond five year) strategic solution(s) that:</p> <ol style="list-style-type: none"> improve Department growth rate in Undergraduate SCH production in Physics & Geology stabilize Department service area Undergraduate SCH production improve the number of students enrolled within Department majors compared with F2007, using a 3-year running average taken from 12th day of class official student census data for 2008-2010, in support of and consistent with 	<p>10/30/2008 - 1.C.a Department of Physics and Geology growth rate increased 9.72% over previous year exceeding growth goals for COSE of 2% greater than University growth rate which was 0.20%. See SCH Table.</p> <p>1.C.b SCH production in: ASTR is increasing; GEOL is increasing; PSCI has been decreasing but is stabilizing (removal of math requirement); PHYS is stable; and, MSIS has been decreasing (plan for stabilization in development)</p> <p>1.C.c Population of students majoring in Physics remaining nearly constant. Numbers not yet increasing using present investment strategy; however, metric uses a 3-year running average.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/30/2008 - The results suggestion continue present policies. Present policies for growth will continue to be used.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>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>Department Chair to present at a tenure/tenure-track faculty Departmental meeting the COSE 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>COSE goals during that period of time.</p>	<p>Related Documents: Table 1.docx</p>	
<p>Dept - Physics & Geology - 1.D - 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.</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: Complete</p> <p>Strategies: The Department with verify that professional development is explicitly included in each Faculty members Annual Evaluation Criteria.</p>	<p>Assessment Method: 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.</p> <p>Criterion for Success: The Department goal is participation of 25% of the faculty per semester or 50% of the faculty per year in support of the COSE goal of 50% of faculty participation each year.</p>	<p>10/30/2008 - Data unavailable.</p> <p>Result Type: Inconclusive</p> <p>Next Step: Add New Strategy</p>	<p>10/31/2008 - Need to make product improvement in tracking this metric.</p>
<p>Dept - Physics & Geology - 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</p>	<p>Assessment Method: The Department will report scholarly works outcomes to the COSE Dean's Office by October 1, 2007, using the provided template.</p> <p>Criterion for Success: The Department will provide data for benchmarking Departmental scholarly work</p>	<p>10/30/2008 - Department provided COSE Dean's Office with information on template. Department Publications (with UTPA recognition): 2007 (5); 2008 (13)</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/31/2008 - Number of scholarly publications grew. Need to find methods for better tracking of data including presentations, etc.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>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: Complete</p> <p>Strategies: Utilize the COSE developed template to report the Departmental scholarly works outcome using information from the Annual Faculty Evaluations</p>	<p>outcomes to COSE Dean's Office by October 1, 2007.</p>	<p>10/30/2008 - Department provided COSE Dean's Office with information on template. Department Publications (with UTPA recognition): 2007 (5); 2008 (13)</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/31/2008 - Number of scholarly publications grew. Need to find methods for better tracking of data including presentations, etc.</p>
<p>Dept - Physics & Geology - 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>Outcome Types: Administrative - Fiscal Year 2008</p> <p>Start Date: 06/01/2007</p> <p>End Date: 05/31/2008</p> <p>Outcome Status: Complete</p> <p>Strategies: For benchmarking, request past annual reports from the Office of Research and Sponsored Projects to obtain the official data for the Department on</p> <p>a. number of project proposals submitted for fiscal year; b. amount of funded research grant(s) for the fiscal year.</p>	<p>Assessment Method: Report data about Departmental proposal(s) using standardized format, with data corrected for multiple authors, to COSE Dean's Office.</p> <p>Department shall provide benchmarks, baseline performance data, and set targets for improvements by May 2008, to COSE Dean's Office.</p> <p>Criterion for Success: Department will develop, implement and execute short-term (one to two-year), mid-term (three to five-year), and long term (beyond five year) strategic solution(s) that:</p> <p>a. support the COSE goals of increasing, the number of proposals for funding by 5%. b. Increase Department funding rate at an annual growth rate of 5% or greater using a 3-year running average compared with fiscal year 2004 through 2006.</p> <p>Department will track Departmental proposals using standardized methods, corrected for multiple authors.</p>	<p>10/30/2008 - Data for past years and breakdown of data needs to be adjusted so that "real" trends may be shown. 2.B.a Proposals submitted: 2007 (unknown) 2008 (>12 external, >21 internal) 2.B.a Funding 2007 (unknown) 2008 (>\$1M depending on breakout)</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/31/2008 - Department significantly increased funding levels in 2008. Methods for breakout need to be devised for reporting consistency.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>Query Departmental database(s) and Faculty for information to establish Department benchmark(s) for:</p> <p>a. active intra- and inter-University collaborative projects;</p> <p>b. disclosures, patents, product licenses/marketed patents, and amount of revenue generated;</p> <p>c. students participating in funded and non-funded research projects.</p> <p>a. Number of entrepreneurial activities.</p>	<p>Establish Department's data base and comparison baseline performance for</p> <p>a. the number of active intra- and inter-University collaborative projects;</p> <p>b. number of disclosures, patents, product licenses/marketed patents, and amount of revenue generated;</p> <p>c. students participating in funded and non-funded research projects.</p>	<p>10/30/2008 - Data for past years and breakdown of data needs to be adjusted so that "real" trends may be shown.</p> <p>2.B.a Proposals submitted: 2007 (unknown) 2008 (>12 external, >21 internal)</p> <p>2.B.a Funding 2007 (unknown) 2008 (>\$1M depending on breakout)</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/31/2008 - Department significantly increased funding levels in 2008. Methods for breakout need to be devised for reporting consistency.</p>
<p>Dept - Physics & Geology - 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: Complete</p> <p>Strategies: The Chair will:</p> <p>a. Discuss with faculty the potential for schedule courses in a flexible manner;</p> <p>b. promote such offerings;</p> <p>c. seek input from students and the community as to the needs for flexible scheduling.</p> <p>The Department will cooperate with COSE</p>	<p>Assessment Method: The Department will assist COSE in developing survey instruments to measure the needs and requirements for flexible schedules.</p> <p>The Department will asses through survey instruments the needs and requirements for flexible schedules in support continuing education.</p> <p>Criterion for Success: The Department will investigate, seek input from students and the community as to the need for flexible scheduling to facilitate attendance by non-traditional students and where warranted will increase the number of alternatively scheduled academic offerings (weekend, online courses)</p> <p>The Department will cooperate with COSE in establish continuing education courses for</p> <p>a. Number of non-degree programs and students (e.g., certificates, continuing education, CEU courses, etc.) in support of certification and re-</p>	<p>10/30/2008 - Evening and weekend classes were offered. Attendance in such classes is typically below the standards for keeping a class open with the exception that these classes are needed for graduation of nontraditional students.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/31/2008 - From a bean counting perspective, facilitating attendance by nontraditional students may appear to be a financial burden to a department, college and university; however, the overall impact on the community may outweigh that burden (intangible evidence is difficult to prove or disprove) especially when a Department utilizes only a small fraction of it's budget to support such programs. Policy on having some evening and weekend courses, even with low enrollment, to address nontraditional student needs will continue so long as such course offerings are a small fraction of department offerings, so long as faculty may be compensated for time, and so long as upper administration does not dictate that the course must be closed.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>to:</p> <p>a. develop a strategic plan for the establishment of a continuing education program.</p> <p>b. seek to synergize with existing resources for the continuing education program.</p> <p>c. execute the program</p>	<p>certification of non-traditional students and professionals.</p>	<p>10/30/2008 - Evening and weekend classes were offered. Attendance in such classes is typically below the standards for keeping a class open with the exception that these classes are needed for graduation of nontraditional students.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/31/2008 - From a bean counting perspective, facilitating attendance by nontraditional students may appear to be a financial burden to a department, college and university; however, the overall impact on the community may outweigh that burden (intangible evidence is difficult to prove or disprove) especially when a Department utilizes only a small fraction of it's budget to support such programs. Policy on having some evening and weekend courses, even with low enrollment, to address nontraditional student needs will continue so long as such course offerings are a small fraction of department offerings, so long as faculty may be compensated for time, and so long as upper administration does not dictate that the course must be closed.</p>
<p>Dept - Physics & Geology - 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:</p>	<p>Assessment Method: The Department will keep track 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>The Department will keep track and provide reports to COSE Dean's Office to development, implementation and execution of:</p> <p>a. Planetarium b. Educational programs</p>	<p>10/30/2008 - 3.B.1. Planetarium digital enhancements implemented and mobile enhancements being procured. Planetarium attendance at end of AY (08/30/2008) was 4283 people from the community.</p> <p>3.B.2. BSIS under development; implementation expected Fall 2009 upon THECB approval.</p> <p>3.B.3 Enabled planetarium that is attracting adults, retirees in addition to students.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/31/2008 - Continue the policies that are enabling our community through Planetarium interactions and may enable our community through programs like the proposed BSIS in Physical Sciences.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>06/01/2007 End Date: 05/31/2008 Outcome Status: Complete Strategies: The Department will: a. encourage participation in community based activities of the University; b. facilitate and encourage the participation of faculty and students in professional and community based service activities c. through involvement, partnering and planning with the Community, local industry, industry, local, state and federal governments and the University of Texas Pan American, develop, implement and execute a strategic plan to raise funds (in a 3-year period of time) that allows full operation of the Planetarium as a University resource for recruitment, community outreach and education</p> <p>The Department will engage the Community, local industry, industry, local, state and federal governments and the University of Texas Pan 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>The Department will keep track 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: The Department will develop, implement and execute short-term (one to two-year), mid-term (three to five-year), and long term (beyond five year) strategic solution(s) and activities that support the community in understanding the importance of Science and Engineering through community outreach programs like: a. Planetarium b. Education programs that: (1) motivate and encourage our youth to participate in the disciplines of sciences and/or engineering so that they may later become involved with solving numerous technological challenges that face our society; (2) better prepare Middle and High School teachers in Physics Education, through programs like the Master of Science in Interdisciplinary Studies (MSIS), so that those teachers are enabled with the foundation to better foster and develop the knowledge, skills and abilities of our youngsters toward physics and engineering; (3) enlighten other adults, including retirees, in our community about physics, astronomy and geology. The Department will encourage: a. Integration of research and entrepreneurial activities that meet contemporary community needs b. Number of external proposals to secure</p>	<p>10/30/2008 - 3.B.1. Planetarium digital enhancements implemented and mobile enhancements being procured. Planetarium attendance at end of AY (08/30/2008) was 4283 people from the community. 3.B.2. BSIS under development; implementation expected Fall 2009 upon THECB approval. 3.B.3 Enabled planetarium that is attracting adults, retirees in addition to students.</p> <p>Result Type: Criterion Met Next Step: Continue Current Strategy(s)</p>	<p>10/31/2008 - Continue the policies that are enabling our community through Planetarium interactions and may enable our community through programs like the proposed BSIS in Physical Sciences.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
	<p>funding in collaboration with community groups.</p>	<p>10/30/2008 - 3.B.1. Planetarium digital enhancements implemented and mobile enhancements being procured. Planetarium attendance at end of AY (08/30/2008) was 4283 people from the community. 3.B.2. BSIS under development; implementation expected Fall 2009 upon THECB approval. 3.B.3 Enabled planetarium that is attracting adults, retirees in addition to students.</p> <p>Result Type: Criterion Met Next Step: Continue Current Strategy(s)</p>	<p>10/31/2008 - Continue the policies that are enabling our community through Planetarium interactions and may enable our community through programs like the proposed BSIS in Physical Sciences.</p>
<p>Dept - Physics & Geology - Qualified Applicants - Systematic Methodology - 4.A. The Provost's Office will support the Colleges and Departments to establish a systematic methodology for the collection, reporting and benchmarking of data related to P-12 education in relation to the continuance of students in science and mathematics education programs, and will improve the continuance rates of students in these programs.</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: Complete</p> <p>Strategies: The Department will support COSE in establishing a systematic methodology for the collection, reporting, and benchmarking of assessment data so as to improve key outcome measures associated</p>	<p>Assessment Method: The Department will collect data from AY 2005-2007 and report to COSE Dean's Office to be used in establishing AY 2007-2008 benchmarks.</p> <p>The Department will, by August 1, 2008, collect data for AY 2007-2008</p> <p>The Department will analyze collected data and compare against benchmarks.</p> <p>The Department will report assessment figures in their Annual Assessment Reports.</p> <p>Using the assessment data from AY 2007-2008, the Department will establish action plans for improvements to be made in AY 2008-2009.</p> <p>Criterion for Success: The Department will interact with and support UTPA's P-20 council for curriculum alignment</p>	<p>10/30/2008 - Interaction with council(s), COE, local shcool districts including teachers and superintendents has yielded the proposed BSIS program in Physical Sciences that pending THECB approval will be implemented Fall 2009.</p> <p>Result Type: Criterion Met Next Step: Continue Current Strategy(s)</p>	<p>10/31/2008 - Policies to continue as these interactions are enabling the community.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>with students in continuance degree programs in science education, and will improve the continuance rates of students in these programs.</p> <p>The Department will work with local ISDs to develop incentives to increase the number of teachers enrolled in Departmental programs like MSIS and use a 3-year running average for metric comparisons</p> <p>The Department shall continue to offer teacher related graduate science classes in late afternoon and/or evening.</p>	<p>The Department will continue to develop, implement and execute short-term (one to two-year), mid-term (three to five-year), and long term (beyond five year) strategic solution(s) through programs like MSIS and</p> <p>a. interact with COE to develop programs satisfying teacher certification</p> <p>b. increase interaction with local school districts (e.g. recruiting high school teachers for science degrees).</p>	<p>10/30/2008 - Interaction with council(s), COE, local shcool districts including teachers and superintendents has yielded the proposed BSIS program in Physical Sciences that pending THECB approval will be implemented Fall 2009.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/31/2008 - Policies to continue as these interactions are enabling the community.</p>
<p>Dept - Physics & Geology - 4.B - 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.</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: Complete</p> <p>Strategies: The Department will support COSE in establishing a systematic methodology for the collection, reporting and benchmarking of assessment data toward improving the pool of qualified applicants entering science education programs.</p>	<p>Assessment Method: The Department will collect data for students entering science education from AY 2006-2007 so as to set benchmarks for AY 2007-2008.</p> <p>By August 1, 2008, the Department will collect data for AY 2007-2008</p> <p>The Department will analyze data and compare with benchmark numbers.</p> <p>The Department will report assessment figures in the Annual Assessment Report(s).</p> <p>Using the assessment data from AY 2007-2008, the Department will establish action plans for improvements to be made in AY 2008-2009.</p> <p>Criterion for Success: The Department will interact with and support UTPA?s P-20 council for curriculum alignment</p>	<p>10/30/2008 - 4.B.a. Interaction through MSIS and in development of BSIS.</p> <p>4.B.b. Interaction increased with Planetarium and BSIS.</p> <p>4.B.c. The Department of Physics and Geology offers evening courses in MSIS. The number of MSIS graduates was up this year to 5 from 0 for the previous year.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/31/2008 - Policies to continue as these interactions are enabling our community.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>The Department will work with P-20 Council and ISDs for curriculum alignment.</p> <p>The Department will work with local ISDs to develop incentives to increase the number of teachers enrolled in Departmental programs like MSIS and use a 3-year running average for metric comparisons</p> <p>The Department shall continue to offer teacher related graduate science classes in late afternoon and evening.</p>	<p>The Department will continue to develop, implement and execute short-term (one to two-year), mid-term (three to five-year), and long term (beyond five year) strategic solution(s) through programs like MSIS and</p> <p>a. interact with COE to develop programs satisfying teacher certification b. increase interaction with local school districts (e.g. recruiting high school teachers for science degrees) c. increase number of teachers enrolled in science over the benchmark number.</p> <p>The Department will continue to support programs like MSIS.</p> <p>The Department will continue to offer graduate science classes in late afternoon and/or evening time slots.</p>	<p>10/30/2008 - 4.B.a. Interaction through MSIS and in development of BSIS. 4.B.b. Interaction increased with Planetarium and BSIS. 4.B.c. The Department of Physics and Geology offers evening courses in MSIS. The number of MSIS graduates was up this year to 5 from 0 for the previous year.</p> <p>Result Type: Criterion Met</p> <p>Next Step: Continue Current Strategy(s)</p>	<p>10/31/2008 - Policies to continue as these interactions are enabling our community.</p>
<p>Dept - Physics & Geology - 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 Department will keep track of faculty and student engagement in activities that include international experiences based activities through the Merit and Tenure and Promotion documents The Department will keep track of faculty and student engagement in activities that include international experiences based activities through the Merit and Tenure and Promotion documents</p> <p>Criterion for Success: The Department will engage in University sponsored international activities.</p> <p>The Department will collect data to benchmark the number and diversity of</p>	<p>10/30/2008 - 5.A.a. No department students studied abroad. 5.A.b. provided office for two Visiting International Faculty. 5.A.c. Dr. Bhatti worked through international office for a teaching assignment in Spain this summer.</p> <p>Result Type: Criterion 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: Complete</p> <p>Strategies: The Department will encourage faculty and students to participate in University sponsored international activities through the Office of International Programs The Department will engage in activities that will provide opportunities for faculty and students to gain international experience(s)</p>	<p>affiliation of participants in international week, Pan American days.</p> <p>a. Number of students who study abroad and foreign students studying at UTPA b. Number of Visiting International Scholars</p> <p>The Department will collect data to benchmark the number of active partnerships that yield instructional, research, or service benefits to the institution and its faculty through:</p> <p>a. international internship(s) b. faculty with international experience(s) c. international presentation(s)</p>	<p>10/30/2008 - 5.A.a. No department students studied abroad. 5.A.b. provided office for two Visiting International Faculty. 5.A.c. Dr. Bhatti worked through international office for a teaching assignment in Spain this summer.</p> <p>Result Type: Criterion Met Next Step: Continue Current Strategy(s)</p>	
<p>Dept - Physics & Geology - 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 End Date: 05/31/2008</p> <p>Outcome Status: Complete</p> <p>Strategies: Strategy(ies) The Department will work with COSE to establish a systematic methodology for the collection, reporting, and benchmarking of assessment data for optimizing course</p>	<p>Assessment Method: The Department will provide COSE Dean with 6-semester schedules for submission to the UTPA administration.</p> <p>The Department will provide data to COSE Dean on percentage of seats filled.</p> <p>The Department will verify THECB space utilization data given to Dean's Office for assessment comparison of benchmark year with AY 2007-2008.</p> <p>Criterion for Success: The Department will: a. publish a 2-year (6 semesters) schedule by October 15. and will develop, implement and execute short-term (one to two-year), mid-term (three to five-year), and long term (beyond five year) strategic solution(s) to b. reduce the delta between scheduled seats and filled seats; c. maximize faculty, classroom and lab utilization;</p>	<p>10/30/2008 - 6.A.a. A two year schedule is posted on the bulletin board in each, the West and East wings of the Physical Sciences Building. 6.A.b. The SCH production for the Department grew 10.5% compared to the previous year (more seats filled) 6.A.c. The SCH production for the Department grew by 10.5% compared to the previous year, average SCH per faculty member went up, classroom and laboratory utilization went up. 6.A.d. The number of classes that are not funded is relatively small in comparison with Department class offerings (should not be an issue).</p> <p>Result Type: Criterion Met Next Step: Continue Current Strategy(s)</p> <p>Resources Needed - Classified More clerical support Resources Needed - Maintenance & Operation: More facility space Resources Needed - Salaries:</p>	<p>10/31/2008 - Resources for Department need to be adjusted. According to the Delaware report, Department faculty are presently overloaded and the number of SCHs is increasing.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>offerings.</p> <p>In January, the Department will submit to the COSE Dean, a 2-year, 6-semester schedule of classes offered</p> <p>The Department will establish a benchmark for AY 2006-2007 for percentage of seats filled.</p> <p>The Department will assist in establishing benchmark for classroom and laboratory space utilization from THECB AY 2006-2007 data and utilize data to improve space optimization.</p> <p>The Department will work with COSE to decrease number of small classes unpaid by state.</p>	<p>d. minimize the number of classes that are not funded due to size.</p>	<p>More faculty.</p> <p>Resources Needed - Wages: More student assistants.</p>	
<p>Dept - Physics & Geology - Recruiting Qualified Faculty - Systematic Methodology - 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.</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: Complete</p> <p>Strategies: Strategy(ies) The Department will work with COSE to</p>	<p>Assessment Method:</p> <p>The Department will provide COSE Dean's Office with departmental hiring calendars.</p> <p>The Department will provide the COSE Dean's office with the percentages of productive faculty hires for AY2006-2007 and AY2007-2008.</p> <p>The Department will provide the COSE Dean's Office with data for the number of faculty who remained in service for 5 years.</p> <p>The Department will provide the COSE Dean's Office with information about any problems/concerns noted by the Department concerning non-typical hires/partnerships.</p> <p>Criterion for Success:</p>	<p>10/30/2008 - Initial advertisements provided to Provost's Office did not meet requirements of Provost's Office delaying advertisements for 2 months and delaying our Department ability to extend offers on the schedule provided by the Provost's Office.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Add New Strategy</p>	<p>10/31/2008 - Department policy changes to recruitment may help improve staying on recruitment schedule provided Provost's Office; however, Department needs to work with Provost's Office to make advertisements available even earlier.</p>

Intended Outcomes	Means of Assessment & Criteria for Success / Tasks	AES Assessment Results	Use of Result & Follow-Up
<p>establish a systematic methodology for the collection, reporting, and benchmarking of key outcome measures related to:</p> <p>a. recruiting quality faculty b. increaseing the recruiting of qualified faculty.</p> <p>The Department will establish a hiring calendar(s) that will result in first-round recruiting offers being made by February 15.</p>	<p>The Department will work with COSE to have initial offers (on first round recruiting) to new faculty by February 15.</p> <p>The Department will work with COSE to increase the percentage of hires yielded from open faculty positions.</p>	<p>10/30/2008 - Initial advertisements provided to Provost's Office did not meet requirements of Provost's Office delaying advertisements for 2 months and delaying our Department ability to extend offers on the schedule provided by the Provost's Office.</p> <p>Result Type: Criterion Not Met</p> <p>Next Step: Add New Strategy</p>	<p>10/31/2008 - Department policy changes to recruitment may help improve staying on recruitment schedule provided Provost's Office; however, Department needs to work with Provost's Office to make advertisements available even earlier.</p>
<p>The Department will determine percentage of productive hires from open faculty positions in AY 2006-2007.</p>	<p>The Department will work with COSE to increase the number of new to tenured/tenure track faculty who remain for 5 years.</p>		
<p>The Department will use a 3-year running average for comparing progress toward improving the number of tenured/tenure track faculty who remain within the Department and provide UTPA service for 5 years ending in AY 2006-2007 and will demonstrate improvement in the metric within 3-years.</p>			