## Assessment: 2007 - 2008: Administrative Support:

**Humanities & Social Sciences, College of**

<table>
<thead>
<tr>
<th>Goals</th>
<th>Objectives</th>
<th>Indicators</th>
<th>Criteria</th>
<th>Findings</th>
<th>Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>47</td>
<td>47</td>
<td>47</td>
<td>46</td>
<td>46</td>
</tr>
</tbody>
</table>
**GOAL: Improve Facilities**

<table>
<thead>
<tr>
<th>Objective</th>
<th>Expand Psychological Services Clinic</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Expand and renovate Psychological Services Clinic.</td>
</tr>
<tr>
<td>Associated Goals</td>
<td>Improve Facilities</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Find New Space For Psychological Services Center Expand and renovate Psychological Services Center.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Criteria</td>
<td>Expanded space for Psychological Services Center Expanded space for Psychological Services Center.</td>
</tr>
<tr>
<td>Finding</td>
<td>Space Psychological Services Psychological Services is currently housed in an area with 1272 sq. ft. The new space allocated to them is 4456 sq. ft. They will move in January 2009.</td>
</tr>
</tbody>
</table>

**Actions for Objective:**

| Action                                      | Psychological Services Center Space Psychological Services Center will be moved into the new space in January 2009. |
## GOAL: Improve Facilities

### Objective

**Find Space For Foreign Languages Department**

Identify improved space for the Department of Foreign Languages.

*Associated Goals: Improve Facilities*

### Indicator

Identify Space For Foreign Languages Department

Identify improved space for the Department of Foreign Languages.

### Criteria

- New Space for Foreign Languages Department
- New space allocated for Foreign Languages Department.

### Finding

New Space for Foreign Languages Department

The Foreign Languages Department will be moved into space in AB IV after the Psychology and Philosophy Department moves into the new building.

### Actions for Objective:

**Action**

Foreign Language Space

Move Foreign Languages in to ABIV January 2009.
### GOAL: Improve Faculty Quality And Morale

<table>
<thead>
<tr>
<th>Objective</th>
<th>Continue Salary Equity Allocations</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Continue to allocate raise money to correct salary inequities identified by the Salary Equity Study.</td>
</tr>
<tr>
<td></td>
<td><strong>Associated Goals:</strong> Improve Faculty Quality And Morale</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Continue Salary Equity Allocations</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Continue salary equity allocations to correct salary inequities identified by the Salary Equity Study.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Salary Equity Allocations</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Salary Equity Allocations from merit pay.</td>
</tr>
</tbody>
</table>

| Finding | Salary Equity Allocations made to address disparities. See attached spreadsheet. |

### Actions for Objective:

<table>
<thead>
<tr>
<th>Action</th>
<th>Salary Equity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>More money will be set aside next year to continue addressing inequities. New hires will be carefully analyzed for disparities before final hiring is completed.</td>
</tr>
</tbody>
</table>
**GOAL: Improve Faculty Quality And Morale**

<table>
<thead>
<tr>
<th>Objective</th>
<th>Convert Adjunct Positions To Clinical Lecturers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Convert some existing adjunct and pool positions to full-time Clinical Lecturer positions and/or graduate teaching assistantships.</td>
</tr>
<tr>
<td></td>
<td><strong>Associated Goals:</strong> Improve Faculty Quality And Morale</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Convert Adjunct Positions To Clinical Lecturers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Convert adjunct or pool positions to Clinical Lecturers.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Number of conversions</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number of adjunct and pool positions converted to lecturer positions and/or graduate assistantships.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Finding</th>
<th>Conversion of Adjunct positions</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No positions were converted to Clinical Lecturers, but four adjunct or pool positions were converted to tenure-track positions.</td>
</tr>
</tbody>
</table>

**Actions for Objective:**

<table>
<thead>
<tr>
<th>Action</th>
<th>Clinical Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Continue to decrease reliance on pool faculty by converting positions either to tenure-track or to clinical positions.</td>
</tr>
</tbody>
</table>
**GOAL: Improve Faculty Quality And Morale**

<table>
<thead>
<tr>
<th><strong>Objective</strong></th>
<th><strong>Implement A College Promotion And Tenure Committee</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Implement a college promotion and tenure committee to serve as advisory to the Dean.</td>
</tr>
<tr>
<td><strong>Associated Goals:</strong></td>
<td>Improve Faculty Quality And Morale</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Indicator</strong></th>
<th><strong>Develop And Implement A College Promotion And Tenure Committee</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Develop and implement a college promotion and tenure committee to serve as an advisory body to the Dean.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Criteria</strong></th>
<th>CHSS Promotion and Tenure Committee meets</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CHSS Promotion and Tenure Committee is formed and meets.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Finding</strong></th>
<th>Promotion and Tenure Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CHSS Promotion and Tenure Committee was formed. Attached is the membership. The committee met and made recommendations to the Dean on faculty being considered for tenure and promotion.</td>
</tr>
</tbody>
</table>

**Actions for Objective:**

<table>
<thead>
<tr>
<th><strong>Action</strong></th>
<th>Promotion and Tenure Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Continue to refine the duties of the committee.</td>
</tr>
</tbody>
</table>
GOAL: Improve Faculty Quality And Morale

Objective

Improve New Faculty Orientation And Workshops
Improve new faculty workshops and orientation sessions.
Associated Goals: Improve Faculty Quality And Morale

Indicator

Add Additional Information To New Faculty Orientation
Add additional information to new faculty orientation according to requests made by last year’s hires.

Criteria

New material in new faculty orientation
New material in new faculty orientation.

Finding

New Faculty Orientation
Added sessions regarding grant writing, surviving the first year, and mentoring. New Chairs were concerned that they were not getting the information needed for their positions.

Actions for Objective:

Action

New Faculty Orientation
Add information for new chairs to orientation.
## GOAL: Improve Faculty Quality And Morale

### Objective

**Increase Tenure/tenure Track Faculty**
Increase the number of new tenure/tenure-track faculty positions.

*Associated Goals: Improve Faculty Quality And Morale*

### Indicator

**Increase The Number Of Tenure/tenure-track Faculty Positions**
Increase the number of tenure/tenure-track faculty positions.

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Number of tenure/tenure-track positions</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number of tenure/tenure-track positions in the college.</td>
</tr>
</tbody>
</table>

### Finding

**tenure track positions**
We had 121 tenure/tenure track positions in the college last year. We have 128 tenure/tenure track positions this year.

### Actions for Objective:

**Action**
Continue to increase the percentage of tenure-track faculty and reduce the reliance on pool faculty.
GOAL: Increase College Diversity

Objective
Develop A Minority Faculty Committee
Develop a minority faculty committee to explore and make recommendations regarding diversity issues in the college.
Associated Goals: Increase College Diversity

Indicator
Develop A Minority Faculty Committee
Develop a CHSS minority faculty committee to explore and make recommendations regarding diversity issues in the college.

Criteria
Minority Faculty Committee
Minority Faculty Committee formed and meeting.

Finding
Minority Faculty Committee
We were unable to get enough faculty and administrative support to begin the committee.

Actions for Objective:

Action
Minority Faculty Committee
Will meet with minority faculty individually to discuss issues and decide on new plan of action.
### GOAL: Increase College Diversity

<table>
<thead>
<tr>
<th>Objective</th>
<th>Develop New Minority Faculty Mentoring Program</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Develop a new minority faculty mentoring program to improve recruitment, transition, and retention of minority faculty.</td>
</tr>
<tr>
<td></td>
<td><strong>Associated Goals:</strong> Increase College Diversity</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Develop A Mentoring Program For New Minority Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Develop a mentoring program for new minority faculty to improve recruitment, transition, and retention of minority faculty.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Minority Faculty Mentoring Program active</td>
</tr>
<tr>
<td>New Minority Faculty Mentoring Program implemented.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Finding</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minority Mentoring</td>
</tr>
<tr>
<td>Attempted to get volunteers for informal mentoring program. Not enough volunteers responded.</td>
</tr>
</tbody>
</table>

### Actions for Objective:

<table>
<thead>
<tr>
<th>Action</th>
<th>Minority Faculty Mentoring</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Will talk with minority faculty about best way to proceed with mentoring program.</td>
</tr>
</tbody>
</table>
## GOAL: Increase College Diversity

<table>
<thead>
<tr>
<th>Objective</th>
<th>Support CHSS Women's Caucus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support CHSS Women's Caucus in exploring and making recommendations regarding family and gender issues in the college.</td>
<td></td>
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</tbody>
</table>

**Associated Goals**: Increase College Diversity

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Provide Support For The Women's Caucus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provide financial support and follow up on recommendations made by CHSS Women's Caucus.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Women's Caucus Support</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recommendations from Women's Caucus acted on and financial support given.</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Finding</th>
<th>Women's Caucus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Took forward to CAD recommendation for an administrative internship from the Women's Caucus. Discussed draft of Family Leave Policy with Women's Caucus. Provided financial support for meetings.</td>
<td></td>
</tr>
</tbody>
</table>

### Actions for Objective:

<table>
<thead>
<tr>
<th>Action</th>
<th>Women's Caucus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continue work on Family Leave policy.</td>
<td></td>
</tr>
</tbody>
</table>
**GOAL: Increase College Diversity**

<table>
<thead>
<tr>
<th><strong>Objective</strong></th>
<th><strong>Support Diversity Grants</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Support the McNair grant and other grants submitted form our college that address diverse students.</td>
</tr>
<tr>
<td></td>
<td><em>Associated Goals: Increase College Diversity</em></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Indicator</strong></th>
<th><strong>Provide Support For Diversity Grants</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Provide faculty and administration support for McNair Grant.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Criteria</strong></th>
<th>Diversity Grants</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Faculty serve as mentors, associate dean provides support for grant.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Finding</strong></th>
<th>Diversity Grant</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10 of the 13 McNair faculty mentors are from CHSS. Associate Dean Tayebi serves as instructor and represents the college at McNair functions.</td>
</tr>
</tbody>
</table>

**Actions for Objective:**

<table>
<thead>
<tr>
<th><strong>Action</strong></th>
<th><strong>Diversity Grants</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Continue support. Inform new faculty of McNair program.</td>
</tr>
</tbody>
</table>
GOAL: Increase Development And Alumni Activities

Objective
Create CHSS Newsletter
Create and distribute CHSS Newsletter.
Associated Goals: Increase Development And Alumni Activities, Increase PR Activities

Indicator
Produce A CHSS Newsletter
Produce a CHSS newsletter for faculty, staff, students, and alumni.

Criteria
CHSS Newsletter
CHSS Newsletter produced and mailed out.

Finding
CHSS Newsletter
The first CHSS Newsletter was produced and mailed to faculty, staff, and alumni. The second newsletter is in production.

Actions for Objective:

Action
Newsletter
No further action necessary.
GOAL: Increase Development And Alumni Activities

Objective: Mail Thank You Letters To All Donors
Implement the mailing of personalized thank you letters to all external contributors to the college and its programs.

Associated Goals: Increase Development And Alumni Activities

Indicator: Mail Thank You Letters To Donors
Mail thank you letters to all external donors to the college and its programs.

Criteria
Thank you letters mailed
Number of thank you letters mailed to donors.

Finding
Donor mailings
We now have a partial list of donors. We have not sent any letters out yet.

Actions for Objective:

Action
Mailing materials
Create an alumni board that will help identify donors and draft thank you letters for donors.
**GOAL: Increase Enrollments**

**Objective**

**Develop Marketing Strategy For Each Graduate Program**

Develop marketing strategy for graduate student recruitment for each department.  
*Associated Goals:* Increase Enrollments

**Indicator**

Marketing Strategies For Graduate Programs  
Develop marketing plans for each graduate program.

**Criteria**

- Marketing plans completed  
- Marketing plans completed for each graduate program.

**Finding**

Recruitment Plans  
Recruitment plans completed for each program. Sample attached.

**Actions for Objective:**

**Action**

- Graduate program recruitment  
- Give necessary financial support to fulfill plans.
GOAL: Increase Enrollments

**Objective**
Increase Class Sizes
Increase class sizes by better utilizing and sharing of large classrooms.

*Associated Goals:* Increase Enrollments

**Indicator**
Increase Average Class Sizes
Increase average class sizes in the college by utilizing large classrooms.

**Criteria**
- Increased class size
- Increased average class size in the college.

**Finding**
Class Size
The average class size increased from 33.66 to 34.28, an increase of 1.83%.

**Actions for Objective:**

**Action**
Class Size
Continue to increase class sizes as larger classrooms come online in the new building.
### GOAL: Increase Enrollments

<table>
<thead>
<tr>
<th>Objective</th>
<th>Increase The Number Of Graduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Increase the enrollment of graduate students in the programs in the College.</td>
</tr>
<tr>
<td>Associated Goals:</td>
<td>Increase Enrollments</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Increase Enrollments In Graduate Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Increase enrollments in graduate programs</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Number of graduate students in graduate programs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number of graduate students enrolled in graduate programs.</td>
</tr>
</tbody>
</table>

| Finding   | There were a total of 341 graduate students last year. There are now 353 students. FCS had 31; ENG 45; HIS 87; MPA 13; POL 33; SOC 7; PSY School 26; PSY General 16; PSY Clinical MA 56; PSY Doctoral 39. |

**Actions for Objective:**

<table>
<thead>
<tr>
<th>Action</th>
<th>Graduate student enrollment</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Although we are increasing steadily, we still are having trouble getting the number of students accurately, so we are continuing to build the graduate student database.</td>
</tr>
</tbody>
</table>
GOAL: Increase PR Activities

Objective
Continue Redesigning And Updating Departmental Web Pages.
Continue redesigning and updating college and departmental web pages.
Associated Goals: Increase PR Activities

Indicator
Continue Redesigning Webpages
Continue redesigning and updating college and departmental web pages.

Criteria
- Redesigned and updated web pages
- Redesigned and updated web pages for the college and departments

Finding
Web page revision
The English Department and Political Science Department have begun revising and updating their websites. The College is continuing to revise the webpage.

Actions for Objective:

Action webpages
Complete updating other department webpages. Continue to update College site.
## GOAL: Increase PR Activities

### Objective
**Continue To Improve Program Materials**
Continue to develop improved and updated program description materials for the departments.

*Associated Goals*: Increase PR Activities

### Indicator
**Continue Updating Program Materials**
Continue to improve and update program materials.

### Criteria
- New Program Materials
- New program materials developed and ready to use.

### Finding
- Program materials
The marketing person left her position leaving materials for Communications Studies Graduate Program not completed. Psychology updated brochures.

### Actions for Objective:

**Action**
- Program materials
Encourage other departments to work with new Public Relations person.
GOAL: Increase PR Activities

Objective  Create CHSS Newsletter
Create and distribute CHSS Newsletter.

Associated Goals: Increase Development And Alumni Activities, Increase PR Activities

Indicator  Produce A CHSS Newsletter
Produced a CHSS newsletter for faculty, staff, students, and alumni.

Criteria  CHSS Newsletter
CHSS Newsletter produced and mailed out.

Finding  CHSS Newsletter
The first CHSS Newsletter was produced and mailed to faculty, staff, and alumni. The second newsletter is in production.

Actions for Objective:

Action  Newsletter
No further action necessary.
GOAL: Increase PR Activities

**Objective**  
Recruit A Dan Rather Chair In Mass Communication  
Recruit a "name" public figure for the Dan Rather Chair in Mass Communication.  
*Associated Goals: Increase PR Activities*

**Indicator**  
Hire A Dan Rather Chair In Mass Communication  
Hire a "name" public figure for the Dan Rather Chair in Mass Communication.

**Criteria**  
Dan Rather Chair hired  
Dan Rather Chair hired.

**Finding**  
Dan Rather Chair  
Recruitment was unsuccessful.

**Actions for Objective:**

**Action**  
Dan Rather Chair  
Continue recruitment for Dan Rather Chair.
**GOAL: Increase Public Service Activities**

<table>
<thead>
<tr>
<th><strong>Objective</strong></th>
<th>Continue A Writers' Speakers Series</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Continue and strengthen the writers' speakers series for the public that brings nationally recognized writers to campus.</td>
</tr>
<tr>
<td><strong>Associated Goals:</strong></td>
<td>Increase Public Service Activities</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Indicator</strong></th>
<th>Continue A Writers' Speakers Series</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Continue a Writers' Speakers Series that will bring nationally recognized writers to campus.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Criteria</strong></th>
<th>Writers' Speakers Series brings writers to campus</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>The Writers' Speakers Series brings nationally recognized writers to campus.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Finding</strong></th>
<th>Speakers' Series</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>7 speakers were brought to campus to discuss their writing.</td>
</tr>
</tbody>
</table>

**Actions for Objective:**

<table>
<thead>
<tr>
<th><strong>Action</strong></th>
<th>Speakers' Series</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Continue to bring speakers to campus to discuss their writing.</td>
</tr>
</tbody>
</table>
GOAL: Increase Public Service Activities

**Objective**
Expand Participation In Constitution Day Celebrations
Improve and expand campus-wide participation in Constitution Day celebrations.
*Associated Goals*: Increase Public Service Activities

**Indicator**
Increase Participation In Constitution Day Celebration
Increase campus-wide participation in Constitution Day Celebrations.

**Criteria**
Increased participation in Constitution Day Celebration
Increased participation by faculty and students in Constitution Day celebrations.

**Finding**
Constitution Day
There was no change in the participation in Constitution Day. There were 16 faculty involved like last year with 5 events. Attendance remained steady.

**Actions for Objective:**

**Action**
Constitution Day
Increase involvement of the Political Engagement Project Committee in promoting events for Constitution Day.
## GOAL: Increase Research And Scholarly Activity

**Objective**

Develop Internet Studies Area

Develop an interdisciplinary interest area in Internet Studies.

Associated Goals: Increase Research And Scholarly Activity

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Appoint Committee To Pursue The Idea Of An Internet Studies Area</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Appoint an interdisciplinary committee to pursue the idea of Internet Studies and the possibilities for research in the area.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Committee Appointed</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Interdisciplinary committee appointed for Internet Studies.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Finding</th>
<th>internet studies</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Internet Studies Committee Appointed. Proposal for the Internet Studies began.</td>
</tr>
</tbody>
</table>

### Actions for Objective:

<table>
<thead>
<tr>
<th>Action</th>
<th>Internet Studies</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Submit proposal and await funding.</td>
</tr>
</tbody>
</table>
GOAL: Increase Research And Scholarly Activity

**Objective**

Improve FES System Linking Faculty Research And Activities To Salary Increases
Continue to improve the empirical system linking faculty research and activities to salary increases.

Associated Goals: Increase Research And Scholarly Activity

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**Indicator**

Develop New Ways To Link Faculty Research To Merit Increases
Develop new ways to measure faculty research and link it to merit increases using the FES empirical system.

**Criteria**

- New method for linking research to merit increases
- Refined methods for linking research and faculty activities to merit increases.

**Finding**

FES merit system
Added categories of research, including online publishing and chapbooks to spreadsheet measuring faculty research production for merit.

---

**Actions for Objective:**

**Action**

merit system
No Further Action Necessary.
GOAL: Increase Research And Scholarly Activity

Objective
Increase Conference Presentations
Increase number of professional conference presentations.

Associated Goals: Increase Research And Scholarly Activity

Indicator
Increase Number Of Conference Presentations
Increase the number of professional conference presentations in the college by faculty.

Criteria
Number of conference presentations
Number of professional conference presentations by faculty in the college.

Finding
presentations
Last year faculty presented 246 times at professional conferences. This year they presented 227 times.

Actions for Objective:

Action
Presentations
Attempt to secure more travel funds for faculty.
GOAL: Increase Research And Scholarly Activity

Objective
Increase Extramural Funding
Increase the number of competitive grants submitted and funded in the College.

Associated Goals: Increase Research And Scholarly Activity

Indicator
Increase Grants Submitted And Funded
Increase the number of competitive grants submitted and funded in the college.

Criteria
Number of grants submitted and number of grants funded
Number of competitive grants submitted in the college and the number of competitive grants funded in the college.

Finding
Grants
Last year, 46 grants were submitted with 19 funded. This year 49 were submitted with 23 funded.

Actions for Objective:

Action
Grants
Continue to increase extramural funding. Continue to have staff member work with faculty to complete grant process.
## GOAL: Increase Research And Scholarly Activity

### Objective

**Increase Peer-Reviewed Publications**

Increase the number of peer-reviewed publications.

*Associated Goals: Increase Research And Scholarly Activity*

### Indicator

**Increase The Number Of Peer-reviewed Publications**

Increase the number of peer-reviewed publications produced by faculty in the college.

**Criteria**

- Number of peer-reviewed publications
- Number of peer-reviewed publications.

**Finding**

- Publications
  - Last year, faculty published 158 peer-reviewed publications. This year, faculty published 181 peer-reviewed publications.

### Actions for Objective:

**Action**

- Publications
  - Continue to encourage faculty publications by rewarding publication with merit, providing developmental leaves, and funding travel.
GOAL: Increase Research And Scholarly Activity

Objective
Increase Undergraduate Student Research
Increase the number of undergraduate students involved in research, scholarship, and creative activities.
Associated Goals: Increase Research And Scholarly Activity

Indicator
Increase Number Of Undergraduate Students Presenting And Publishing
Increase the number of undergraduate students presenting at professional conferences or publishing research.

Criteria
Number of undergraduate students presenting or publishing
Number of undergraduate students presenting at professional conferences or publishing research.

Finding
Undergrad student research
Last year 33 undergraduate students presented and one published. This year 31 undergraduate students presented and 11 published.

Actions for Objective:

Action
Undergraduate student research
Continue to find travel support for students to conferences and continue to encourage faculty to get students involved in the research.
### GOAL: Increase Research And Scholarly Activity

#### Objective
**Target Proportion Of HEAF To Support Faculty And Student Research**
Target a portion of the annual HEAF allocation to equipment purchases in support of faculty and student research.

*Associated Goals:* Increase Research And Scholarly Activity

#### Indicator
Allocate A Proportion Of HEAF To Support Faculty And Student Research
Allocate a proportion of HEAF funds to equipment purchases to support faculty and student research.

#### Criteria
- HEAF funds allocated
- HEAF funds allocated to faculty and student research.

#### Actions for Objective:
This objective has no actions associated with it.
## GOAL: Increase Student Civic Engagement

### Objective

**Increase Involvement In American Democracy Project**  
Increase involvement in American Democracy Project.  
*Associated Goals:* Increase Student Civic Engagement

### Indicator

**Increase Faculty Involvement In American Democracy Project**  
Increase faculty involvement in American Democracy Project.

### Criteria

- Number of faculty involved in American Democracy Project and number of activities
- Number of faculty involved in American Democracy Project and the number of activities faculty participate in.

### Finding

American Democracy Project  
The Project was under the Political Engagement Committee's charge.  
Attached are the faculty on the committee. Four of the faculty are from CHSS. The year before only 2 faculty members from CHSS were involved on the committee. Faculty participated in at least 3 projects, including Teaching with the New York Times, Constitution Day, and Voter Registration. The number of projects remained stable from last year.

### Actions for Objective:

- **Action**  
  American Democracy Project  
  Continue involvement in the American Democracy Project.
### GOAL: Increase Student Civic Engagement

| **Objective** | **Support Voter Registration On Campus**  
|               | Actively promote student voter registration on campus.  
|               | **Associated Goals:** Increase Student Civic Engagement |

| **Indicator** | **Provide Support For The Voter Registration Drive**  
|              | Provide advertisement, finances, and faculty volunteers for the student voter registration drive on campus. |

| **Criteria** | **Voter Registration support**  
|             | Advertisements placed, financial support given, and faculty volunteers active in the voter registration drive. |

| **Finding** | **Voter Registration**  
|            | 5 faculty were involved, 6 students involved, and 215 students registered.  
|            | 100 fliers were used for advertisements and $200 was allocated for support for the project. |

**Actions for Objective:**

- **Action**  
  - Voter Registration  
  - No further action necessary.
GOAL: Increase The Quality Of Academic Programs

### Objective

**Continue IDEA Seminars**
Continue annual seminars for faculty and chairs on the use of the IDEA system in faculty development.

*Associated Goals*: Increase The Quality Of Academic Programs

### Indicator

**Continue IDEA Seminars**
Continue to offer IDEA Seminars for faculty and chairs on the use of the IDEA system in faculty development.

### Criteria

- **Conduct IDEA Seminars**
  IDEA Seminars conducted for faculty and chairs.

### Finding

- **IDEA Seminars**
  Two IDEA Seminars were conducted. IDEA system was also discussed in a faculty meeting, and individual faculty met with an associate dean about the IDEA system and how to use it effectively.

### Actions for Objective:

<table>
<thead>
<tr>
<th>Action</th>
<th>IDEA seminars</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No further action necessary.</td>
</tr>
</tbody>
</table>
GOAL: Increase The Quality Of Academic Programs

Objective  Continue Strategic Planning
Continue strategic planning process for each department in the college.
Associated Goals: Increase The Quality Of Academic Programs

Indicator  Continue Strategic Planning
Continue strategic planning for each department in the college.

Criteria  Strategic Plans from departments
Strategic plans from each department in the college.

Finding  Strategic Plans
5-year plans are in the draft stage for all departments.

Actions for Objective:

Action  strategic plan
Finalize 5-year strategic plans for each department.
GOAL: Increase The Quality Of Academic Programs

Objective
Develop And Support PACE Center
Participate in the development and support of the new Professional and Academic Center for Excellence (PACE).
Associated Goals: Increase The Quality Of Academic Programs

Indicator
Faculty Participation On The PACE Committee
Faculty participation on the PACE committee to develop the teaching center.

Criteria
Faculty participation on PACE Committee
Faculty participation on PACE Committee.

Finding
Faculty participation on PACE Committee
Departments provided feedback to committee, CHSS students are participating on the committee, and the PACE Director will be a CHSS faculty member. PACE information was delivered to all new faculty members and a seminar on the PACE was delivered to faculty.

Actions for Objective:
Action
PACE Center
Continue support for PACE by encouraging faculty participation. Have PACE present at the new faculty orientation.
**GOAL: Increase The Quality Of Academic Programs**

**Objective**

**Improve Graduate Student Credentials**

Increase the quality of credentials of incoming graduate students.

*Associated Goals: Increase The Quality Of Academic Programs*

**Indicator**

Increase GRE And GPA Scores Of Incoming Graduate Students

Increase GRE and GPA scores of incoming graduate students.

**Criteria**

Increase average GPA and GRE scores of incoming graduate students

Increased average GRE and GPA scores of incoming graduate students.

**Finding**

GRE and GPA

7 programs improved GRE scores. 5 programs improved GPAs. See attached document.

**Actions for Objective:**

**Action**

GRE and GPA scores

Continue to work with departments to improve graduate student recruitment and selection.
GOAL: Increase The Quality Of Academic Programs

Objective
Increase Financial Support For Graduate Students
Increase financial support for graduate students through stipends and/or scholarships.
Associated Goals: Increase The Quality Of Academic Programs

Indicator
Increase Stipends And/or Scholarships For Graduate Students
Increase the amount of stipends and/or the number of scholarships for graduate students.

Criteria
Amount of stipends and number of scholarships for graduate students
Amount of stipends and number of scholarships for graduate students.

Finding
Scholarships for Graduates
We have very sketchy records kept for who received what scholarship for what amount and if they were a graduate or not. Attached is the information we do have. It is clear that for scholarships and stipends overall for undergraduates and graduates that we have increased the amount.

Actions for Objective:

Action
graduate scholarships and stipends
We will begin a database with all information about scholarships and stipends awarded.
GOAL: Increase The Quality Of Academic Programs

Objective  
Increase Scholarships For Undergraduate Students
Increase scholarship support for undergraduate students.
Associated Goals: Increase The Quality Of Academic Programs

Indicator  
Increase The Number Of Undergraduate Student Scholarships
Increase the number of scholarships for undergraduate students.

Criteria  
Number of undergraduate scholarships
Number of scholarships for undergraduate students.

Finding  
Undergrad scholarships
We have very sketchy records kept for who received what scholarship for what amount and if they were a graduate or not. Attached is the information we do have. It is clear that for scholarships and stipends overall for undergraduates and graduates that we have increased the amount.

Actions for Objective:

Action  
Undergraduate scholarships
We will begin a database with all information about scholarships and stipends awarded.
## GOAL: Increase Variety Of Academic Programs

### Objective

**Apply For Permission To Create An MA Spanish**

Apply to the Coordinating Board for permission to propose an MA in Spanish.

*Associated Goals*: Increase Variety Of Academic Programs

### Indicator

**Produce A Proposal For THECB Requesting Permission For MA In Spanish**

Produce a proposal to the Coordinating Board requesting permission to offer an MA in Spanish.

### Criteria

- Coordinating Board gives permission for MA in Spanish
- The Coordinating Board gives permission for Foreign Languages to offer an MA in Spanish.

### Finding

**MA Spanish**

Preliminary Approval Proposal being sent to Board of Regents in July. The Texas Higher Education Coordinating Board will receive the proposal in October if approved by Regents.

### Actions for Objective:

**Action**

MA in Spanish

Continue process for preliminary approval.
**GOAL: Increase Variety Of Academic Programs**

<table>
<thead>
<tr>
<th>Objective</th>
<th>Create A Minor In Middle Eastern Studies</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Develop and receive approval for an interdisciplinary minor in Middle Eastern Studies</td>
</tr>
</tbody>
</table>

*Associated Goals: Increase Variety Of Academic Programs*

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Produce Curriculum Proposal For Middle Eastern Studies Minor</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Produce a curriculum proposal for an interdisciplinary minor in Middle Eastern Studies.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Approval of Middle Eastern Studies Minor</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Receive approval from the University Curriculum Committee for the Middle Eastern Studies interdisciplinary minor.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Finding</th>
<th>Middle Eastern Studies Minor</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CHSS Curriculum Committee approved the minor. The Provost now has the minor to approve and is taking it to the Academic Deans Council. All courses for the minor have been approved and will be offered in the fall.</td>
</tr>
</tbody>
</table>

**Actions for Objective:**

<table>
<thead>
<tr>
<th>Action</th>
<th>Middle Eastern Studies Minor</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No further action necessary.</td>
</tr>
</tbody>
</table>
### GOAL: Increase Variety Of Academic Programs

#### Objective
**Create A Ph.D. Program In History**  
Obtain final approval and initiate the Ph.D. program in History.  
*Associated Goals: Increase Variety Of Academic Programs*

#### Indicator
**Obtain Final Approval Of Ph.D. In History**  
Work with the Coordinating Board for final approval of the Ph.D. in History.

**Criteria**  
Final approval for Ph.D. in History  
Obtain final approval of the Ph.D. in History from the Coordinating Board.

**Finding**  
Ph.D. History  
The final approval for the Ph.D. in History is still on hold while we are revising it working with the Coordinating Board.

#### Actions for Objective:

**Action**  
Ph.D History  
Continue to work with Coordinating Board on final approval.
GOAL: Increase Variety Of Academic Programs

Objective  
**Develop An MA-LLSP Program In School Psychology**
Develop a proposal for a MA-LLSP program in School Psychology.

Associated Goals: Increase Variety Of Academic Programs

Indicator  
**Develop A MA-LLSP In School Psychology**
Develop a proposal for a MA-LLSP program in School Psychology to go forward through the Curriculum Committee to the Coordinating Board.

Criteria  
Proposal for MA-LLSP in School Psychology
Proposal completed for MA-LLSP in School Psychology and sent through the CHSS Curriculum Committee, and eventually the University Committee and THECB.

Finding  
LLSP in School Psychology
Proposal has been completed and sent to the CHSS College Curriculum Committee. It is still in the curriculum process.

Actions for Objective:

Action  
LLSP School Psychology
Get approval from the Coordinating Board for the LLSP in School Psychology.
## GOAL: Increase Variety Of Academic Programs

**Objective**

**Develop An MS Public Administration Online With Emphasis In Homeland Security**

Propose an online MS in Public Administration with an emphasis in homeland security.

*Associated Goals: Increase Variety Of Academic Programs*

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Develop An MS Public Administration With An Emphasis In Homeland Security Online</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Propose an online MS in Public Administration with a Homeland Security emphasis</td>
</tr>
<tr>
<td></td>
<td>to the Curriculum Committee and the THECB.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proposal for MS in Public Administration</td>
</tr>
<tr>
<td>Proposal sent to Curriculum Committee and THECB for an MS in Public Administration with a Homeland Security Emphasis to be online.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Finding</th>
</tr>
</thead>
<tbody>
<tr>
<td>MPA Homeland Security</td>
</tr>
<tr>
<td>Proposal is still being revised by the faculty committee in the department.</td>
</tr>
</tbody>
</table>

### Actions for Objective:

<table>
<thead>
<tr>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>MPA Homeland Security</td>
</tr>
<tr>
<td>Encourage Political Science Department to complete proposal for MPA in Homeland Security.</td>
</tr>
</tbody>
</table>
GOAL: Increase Variety Of Academic Programs

Objective
Develop Hospitality Administration Program
Modify Food Service Management program to become a Hospitality Administration Program.

Associated Goals: Increase Variety Of Academic Programs

Indicator
Develop Hospitality Administration Program
Modify the Food Service Management Program to become a Hospitality Administration Program.

Criteria
Hospitality Administration Proposal
Hospitality Administration Proposal to Curriculum Committee and THECB.

Finding
Hospitality Administration
New courses were submitted to the Curriculum Committee to begin the transition to a Hospitality Administration degree. Proposal for the change in degree will still be two years down the road.

Actions for Objective:

Action
Hospitality Administration
Complete all curriculum changes necessary and write proposal for Hospitality Management Program.
## GOAL: Increase Variety Of Academic Programs

### Objective

**Develop Language Across The Curriculum Program**  
Study the feasibility of developing a Language Across the Curriculum program.  
*Associated Goals: Increase Variety Of Academic Programs*

### Indicator

Appoint Committee For Language Across The Curriculum  
Appoint a committee to study the feasibility of Language across the curriculum.

### Criteria

Committee Appointed for Language Across the Curriculum  
Committee appointed for Language Across the Curriculum feasibility study.  
Report to be written.

### Finding

Language Across the Curriculum  
Foreign Languages is working on writing a proposal for Languages across the curriculum. Currently, only the chair has been working on the proposal.

### Actions for Objective:

**Action**  
Languages across the curriculum  
Have faculty review the proposal when it is finished.
### GOAL: Increase Variety Of Academic Programs

<table>
<thead>
<tr>
<th>Objective</th>
<th>Interior Design Accreditation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Achieve accreditation for Interior Design Program.</td>
</tr>
<tr>
<td></td>
<td><strong>Associated Goals</strong>: Increase Variety Of Academic Programs</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Obtain Accreditation For Interior Design Program</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Obtain accreditation for Interior Design Program.</td>
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<table>
<thead>
<tr>
<th>Criteria</th>
<th>Interior Design Accredited</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Interior Design Program Accredited.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Finding</th>
<th>Accredit Interior Design</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>New curriculum was approved through the Board of Regents and Coordinating Board in order to make the changes necessary for accreditation. Brought in a consultant to review changes.</td>
</tr>
</tbody>
</table>

**Actions for Objective:**

- **Action**: Interior Design Accreditation
  
  We brought in a consultant to review the program changes. We will respond to consultant recommendations. We will also hire one new faculty member.
## GOAL: Increase Variety Of Academic Programs

### Objective
Launch The MA In Communication Studies
Enroll the first students in the MA in Communication Studies.
*Associated Goals*: Increase Variety Of Academic Programs

### Indicator
Enroll Students In The MA In Communications Studies
Enroll students in the MA in Communication Studies.

**Criteria**
Enrollment of students in MA in Communication Studies
Enrolled students in MA in Communication Studies.

**Finding**
MA Communication Studies
Currently 4 students are enrolled in the brand new MA in Communication Studies for the fall semester. Recruitment is continuing.

### Actions for Objective:

**Action**
MA Speech Communication
No further action necessary.
GOAL: Increase Variety Of Academic Programs

Objective
Mass Communication Accreditation
Continue efforts toward accreditation in Mass Communication.

Associated Goals: Increase Variety Of Academic Programs

Indicator
Obtain Mass Communication Accreditation
Continue efforts toward Obtaining Mass Communication Accreditation

Criteria
Mass Communication accreditation obtained
Mass Communication accreditation obtained.

Finding
Mass Communication Accreditation
Two new faculty have been hired, including a chair. More faculty are needed and other changes to the curriculum will be needed to move toward accreditation.

Actions for Objective:

Action
Mass Communication Accreditation
Continue to hire personnel and revamp curriculum to move toward accreditation.
### GOAL: Increase Variety Of Academic Programs

#### Objective

**Plan For An MFA In Creative Writing**

Study the feasibility of initiating a MFA in creative writing.

*Associated Goals*: Increase Variety Of Academic Programs

#### Indicator

**Form Study Committee In English Department**

Form a study committee in the English department to study the feasibility of a MFA in creative writing.

#### Criteria

**Report of feasibility for MFA**

Produce a report with analysis and conclusions regarding the feasibility of a MFA in creative writing.

#### Finding

**MFA in English**

Hiring for senior creative writer was cancelled due to budgetary issues. Department is looking into the MFA through the graduate studies committee and the strategic plan. Actual report will be postponed until next fall when budget will be known.

#### Actions for Objective:

**Action**

**MFA in Creative Writing**

Will begin writing actual request for an MFA program in Creative Writing. Postpone decision on hiring until budget constraints are clear.