

Assessment Impact

University of South Alabama

College of Arts and Science Unit

A. Student learning - To improve and strengthen graduate education.

Objective: **Graduate assistantships** - Objective A 2.2: Continue to increase financial support available for graduate assistantships, through external funding, and funding from internal sources. [\[Show Objective Detail\]](#)

Academic Year: 05-06
06-07
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Results			
Result	Action	Follow-Up	Resolved
<p>07/24/2006 -- Graduate Assistantships 2005-6 DESCRIPTION: During 2005-6, 102 graduate students enrolled in programs in the College of Arts and Sciences received assistantships. Stipends totaled \$747,539 (average stipend: \$7,329) and tuition support was valued at \$256,515 (average tuition: \$2,515). Average total award: \$9,844.</p> <p>Of the 102 assistantships, 52 were funded by the Graduate School, 32.5 by grants, 6 by Academic Affairs, 3.5 by the Dean's Office, 2 by departments, one by a clinic, and one from private funds. Four other assistantships were funded jointly by the Graduate School and by grants.</p> <p>TYPE: Distinction / Strength</p>	<p>07/28/2006 -- This is the first year that the College has tracked all assistantship awards by source of funding. We will monitor this in future years, anticipating that the totals will increase over time.</p>		No

Objective: **Graduate grant proposal** - Objective A 2.1: Write and submit at least one grant proposal that would have a significant effect on financial support for graduate students (e.g., GK-12 proposal to NSF) [\[Show Objective Detail\]](#)

Academic Year: 05-06
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Results			
Result	Action	Follow-Up	Resolved
07/24/2006 -- Grant Proposals Supporting Graduate Students DESCRIPTION: A proposal from faculty members in the colleges of Arts & Sciences and Engineering to assess Hurricane Katrina Impact has been submitted. Additionally funding from the National Science Foundation, Alabama Center for Estuarine Studies and the Alabama Oyster Reef Restoration Program are used to provide financial support for graduate students. TYPE: Distinction / Strength			No

Objective: **Improve graduate program completion** - Objective A 2.3: Monitor number of program completions among graduate students and increase their number among those programs with marginal viability. [\[Show Objective Detail\]](#)

Academic Year: 05-06
 06-07
 07-08
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 09-10

Results			
Result	Action	Follow-Up	Resolved
<p>07/24/2006 -- Graduate Degrees 2005-6</p> <p>DESCRIPTION: During the of 2005-06 academic year, thirty six Masters degrees and one Ph. D degree- for a total of thirty seven graduate degrees- were awarded. This represents an increase of 28% from the 2004-05 academic year. We anticipate that there will be twelve additional completions during summer 2006, however, summer graduations are not yet final. The number of graduates from the M.S. program in Mathematics/Statistics increased from four (in 2004-5) to seven (2005-6). The M.A. in Sociology saw an increase from one (in 2004-5) to two (2005-6).</p> <p>Program Completion Rates (a.k. a. Graduation Rates) vary by program within the College. Attached is a table reporting these rates for students entering masters programs between 1996 and 2000. This table reports the number and percentage of students receiving a graduate degree by the end of 2005. The program with the highest graduation rate in the College was Psychology - 84% of their students received a masters degree by the end of the review period. The College average exceeded the average for the University.</p>			No

Also attached is a table describing the graduation history for PhD students enrolled in Marine Sciences. Of the 14 students who entered the program from 1990 through 1997, 7 had earned Ph.D's by 2005 - a graduation rate of 50%.

TYPE: Distinction / Strength

Related Data:

[View File](#) - Masters Program

Graduation Rates 2005

[View File](#) - PhD Program

Graduation Rate, 2005

A. Student learning - To improve undergraduate education and advising.

Objective: **Advising Plan** - Objective A 1.1: Complete and begin to implement a plan to improve advising in the College [\[Show Objective Detail\]](#)

Academic Year: 05-06
06-07
07-08

Results			
Result	Action	Follow-Up	Resolved
<p>07/27/2006 -- Graduating Senior Survey 2006 DESCRIPTION: 22 students planning to graduate in Fall 2006 completed a survey form to evaluate the quality of advising received in the major program of study. Major findings:</p> <p>1) The students rated their individual advisors strongly agree or agree at least 68% of the time. The strongest rating was: 81% strongly agreed or agreed that their advisor was "courteous, polite, and professional";</p> <p>2) About a third of the respondents reported problems with advising. These included lack of knowledge about graduation requirements, campus resources, or career choices. TYPE: Problem / Limitation</p> <p>Related Data: View File - Senior Survey 2006 results</p>	<p>07/27/2006 -- The College will continue to administer the questionnaire to graduating seniors during 2006-7 to boost the sample size and verify the results obtained in 2005-6. Advising workshops will be provided to departments. Additional action steps will be developed to improve advising.</p>		No

07/27/2006 -- Survey of Undecided Majors 2006
DESCRIPTION: A survey form was completed by 20 undecided majors who received advice during June and July 2006. The major finding: "The results of the questionnaire indicated the General Studies advisor is highly rated as an advisor by her advisees."

07/27/2006 -- The survey form will be revised. After it is revised it will be administered to undecided students as they are advised during 2006-7. As the sample size builds we will be able to verify the preliminary results obtained in summer 2006.

No

TYPE: Distinction / Strength

Related Data:

[View File](#) - Survey of Undecided Majors, 2006

07/26/2006 -- Advising Improvements

DESCRIPTION: The Advising Center has developed and has begun to implement several programs to improve academic advising within the College during 2005-2006.

Advising Workshops: Crystal Thomas held four advising workshops for faculty during fall semester where approximately 30 faculty attended. Beginning fall 2006, we will take the advising workshop on the road and give the workshop within a department rather than have faculty come to the Dean's Conference room.

Graduating Senior Interview: Alene Green began interviewing graduating seniors fall semester 2005. She explains to each student what remaining requirements are needed, and that any deviation from the listed requirements may result in failure to graduate.

No

Advising Questionnaires for Assessment of Advising: Three advising questionnaires were developed: one for General Studies students, one for graduating seniors, and one for departmental advisors. We began administering the General Studies Questionnaire in June, 2006 and the Graduating Senior Questionnaires in July, 2006. The Departmental Questionnaire was sent to each department in July, 2006. The departments have the option of using or not using the Departmental Questionnaire.

New Student Advising Orientation: Lynne Winterton developed an advising orientation program for new freshmen and transfer students. The program focuses on general education requirements

ASSIT: Fall semester, 2006 we will initiate the ASSIT program which targets first-time freshmen or transfer students who are on probation their first semester at USA. Students will be contacted via letter and email and asked to come to the Advising Center for counseling. Once we ascertain why the student is having difficulties, we can direct the student to: 1) Counseling and Testing for: career information, test taking strategies, time management, and 2) a volunteer faculty advisor who can serve as a mentor.

General Studies Advising: Lynne Winterton, the advisor for General Studies students, has developed advising materials, which explain general education

requirements and how to choose a major. She keeps in contact with General Studies students through letters and emails, asking them to come in for advising and offering help when they run into academic difficulty. She also sends emails to each General Studies student informing them of career expos held on campus.

TYPE: Distinction / Strength

Objective: **Assessment process** - Objective A 1.5:Continuously improve the assessment process in the College, focusing on the goal of improving learning outcomes.
[\[Show Objective Detail\]](#)

Academic Year: 05-06
 06-07
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Results			
Result	Action	Follow-Up	Resolved
07/26/2006 -- Assessment Process DESCRIPTION: Dramatic improvements in the assessment of learning outcomes occurred in many departments in 2005-6. In 2004-5, only three of seventeen academic departments were judged to have met University standards for assessments of program outcomes. Preliminary results suggest that twelve of seventeen departments met expectations in 2005-6. Four of the remaining five improved significantly but still have not used systematic assessment	08/07/2006 -- All departments are charged with improving assessment in 2006-7. We expect all seventeen academic departments to meet expectations by summer 2007.		No

results to achieve program improvements.

TYPE: Distinction / Strength

Related Data:

[View File](#) - Assessment of ARP reports 2006

Objective: **Baldwin County** - Objective A 1.14: Expand offerings in Baldwin County to allow students to complete majors in Communication (Public Relations) and Criminal Justice, and the minor in Psychology. [\[Show Objective Detail\]](#)

Academic Year: 05-06
 06-07
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 09-10

Results			
Result	Action	Follow-Up	Resolved
07/24/2006 -- Baldwin County Degree Programs DESCRIPTION: Three Departments in Arts & Sciences have committed to offering sufficient courses in Baldwin County to allow students to complete majors in Communication (Public Relations track) and Criminal Justice, and the minor in Psychology. TYPE: Distinction / Strength			No

Objective: **BSW** - Objective A 1.12: Make progress toward accreditation of the BSW program [\[Show Objective Detail\]](#)

Academic Year: 05-06
06-07
07-08
08-09

Results			
Result	Action	Follow-Up	Resolved
<p>07/24/2006 -- BSW Accreditation DESCRIPTION: BSW program was admitted to candidacy status by Council on Social Work Education (CSWE) in February 2006. Benchmark II report was submitted to CSWE in July 2006, and will be reviewed this fall. A second site visit will occur during 2006-7. We remain on track to be accredited by 2009, which is the earliest possible date that the process can be completed. TYPE: Distinction / Strength</p>			No

Objective: **Course redesign** - Objective A 1.2: Continue progress in improving learning outcomes in lower division classes in the College, particularly in those with large numbers, or a high percentage, of unsuccessful students [\[Show Objective Detail\]](#)

Academic Year: 05-06
06-07
07-08
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09-10

Results

Result	Action	Follow-Up	Resolved
<p>08/07/2006 -- Course Success rates 2003-4 to 2005-6</p> <p>DESCRIPTION: Success rates for 35 traditionally difficult classes in Arts and Sciences were calculated for each of the last three years. Each of the departments have worked to improve learning in these classes. Overall, the success rate for the 35 classes increased approximately 5% from 2003-4 through 2005-6. Success rates improved in 27 classes, declined in 7, and remained unchanged in one.</p> <p>The success rate improved substantially over the three year period for the following classes (each of which improved at least 5%):</p> <p>ARH 123: +16% BLY 101: + 13% BLY 121: + 30% CH 201: + 8% CJ 310: +10% PSC 310: +19% MA 112: +11% MA 113: +10% MA 125: +8% MA 227: +12% MA 267: +22% PHL 121: +17% PSY 120: +8%</p> <p>Success rates declined in a few classes over the same three year period (success rates in each of these declined by at least 5%):</p> <p>CH 100: -7% PH 201: -9%</p> <p>These findings indicate that our efforts to improve learning in</p>	<p>08/07/2006 -- Department chairs and faculty are encouraged to continue to improve learning outcomes in these traditionally difficult classes. They are also encouraged to develop measures in addition to grades to verify improvements in learning.</p>		<p>No</p>

traditionally difficult courses is working.

TYPE: Distinction / Strength

Related Data:

[View File](#) - Course Success Rates 2006

Objective: **Develop new course in Intermediate Algebra** - The Departments of Mathematics and Statistics (Arts and Sciences) and Developmental Studies (Continuing Education) will investigate the development of a new mathematics course, Intermediate Algebra. This course will count toward the 128 hour degree requirement, but will not fulfill general education requirements for mathematics. [\[Show Objective Detail\]](#)

Academic Year: 06-07

Objective: **Early warning system** - Objective A 1.11: Participate in developing University wide early warning System for students in academic difficulty. [\[Show Objective Detail\]](#)

Academic Year: 05-06
06-07

Results

Result	Action	Follow-Up	Resolved
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07/24/2006 -- Early Warning Program

DESCRIPTION: USA has decided to implement an Early Warning System for students in academic difficulty beginning fall semester, 2006.

TYPE: Distinction / Strength

Related Data:

[View File](#) - Early Warning Program Memo

No

Objective: **Extra and co-curricular** - Objective A 1.9: Increase student participation in extra-curricular and co-curricular organizations sponsored by Academic Departments [\[Show Objective Detail\]](#)

Academic Year: 05-06
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Results			
Result	Action	Follow-Up	Resolved
<p>07/24/2006 -- Extra-curricular and co-curricular participation DESCRIPTION: Students were involved in departmental interest clubs and organizations, attended the Mahan lecture, the Social Sciences and Humanities Colloquium Series, the Mathematics Colloquium Series, and the first Constitution Day. Meteorology students organized a fund raising effort for a scholarship by selling DVD's about Hurricane Ivan.</p> <p>We have yet to develop a reliable and valid measure of student participation in extra-curricular and co-curricular activities.</p> <p>TYPE: Problem / Limitation</p>	<p>07/24/2006 -- In 2006-7, staff in the Dean's Office will investigate valid and reliable methods for measuring student participation in student clubs and other academic and quasi-academic organizations.</p>		No

Objective: **Faculty proficiency in English** - Objective A 1.13: Ensure that all newly hired faculty members are fully proficient in spoken and written English. [\[Show Objective Detail\]](#)

Academic Year: 05-06
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Results			
Result	Action	Follow-Up	Resolved
07/26/2006 -- Faculty Proficiency in English DESCRIPTION: The Dean's Office continues to interview all candidates for faculty positions, full and part-time, certifying that each person hired is proficient in English. TYPE: Distinction / Strength			No

Objective: **Freshman Seminar** - Objective A1.10: Successfully implement college Freshman Year Experience Seminars for all dorm students [\[Show Objective Detail\]](#)

Academic Year: 05-06
 06-07

Results			
Result	Action	Follow-Up	Resolved

No

07/24/2006 -- Freshmen Seminar
DESCRIPTION: Six sections of Freshman Seminar were offered in 2005-6. 12 sections of Freshman Seminar are scheduled for Fall 2006, 5 planned for Spring 07. Director of Academic Success and Retention for the University was chosen after a national search. Faculty and staff attended workshops in 05-06 on Freshmen Seminars and the College began an A&S Freshmen Seminar Instructors' Group. Students and instructors gave favorable evaluations for the seminars taught in 2005-6. We are off to a good start.
TYPE: Distinction / Strength

07/24/2006 -- Additional faculty will need to be recruited and trained for 2007-8. A key objective will be to maintain enthusiasm for the program among instructors.

Objective: **Identify teaching and learning strategies** - Objective A 1.4: Identify other strategies for the College that will facilitate continuous improvement in teaching and learning. [\[Show Objective Detail\]](#)

Academic Year: 05-06
06-07

Results			
Result	Action	Follow-Up	Resolved

07/26/2006 -- Teaching and Learning Improvements

DESCRIPTION: The College has two major on-going projects aimed at improving teaching and learning. The first is the assessment of learning outcomes, primarily focused on the skills and knowledge acquired by students in their major programs of study. The second is the college wide effort to improve learning outcomes in lower division courses, those that introduce students to various fields of study, and that primarily serve as "service" courses.

07/26/2006 -- In 2006-7, faculty and administrators in the College will discuss and plan additional efforts to improve teaching and learning.

The former project is starting to yield significant benefits in program improvements. For example, the History Department has developed a capstone course for all majors that will focus on developing advanced skills in the interpretation and analysis of historical documents. As the assessment effort advances, we anticipate many other improvements in learning among our all of the major programs in the College.

The effort to improve learning in our introductory and service courses has led to significant re-design of several courses. For example, the precalculus sequence in Mathematics has been re-structured to include supervised lab study where students solve homework problems and take (and re-take) quizzes in order to improve skills and knowledge in algebra and trigonometry. Mathematics also implemented a mandatory placement exam in 2004, which

has led to a substantial improvement in grades earned in several classes. Biology has changed the scope of coverage in 121 and 122, and made some changes in advising and placement, and in pedagogy. These changes have yielded improved learning in 121.

Physics, Biology and Psychology are experimenting with personal response systems in order to increase student participation during classes.

Psychology will attempt to apply learning theory and research findings to the re-design of 120, their introductory course. A total of 23 classes in the College have been targeted for re-design .

TYPE: Distinction / Strength

Objective: **Improve program learning outcomes** - Objective A 1.3: Within each undergraduate program, improve learning outcomes among graduates, particularly in the areas of writing, critical thinking, and research or creative performance [\[Show Objective Detail\]](#)

Academic Year: 05-06
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Results			
Result	Action	Follow-Up	Resolved
<p>07/26/2006 -- Program Learning Outcomes</p> <p>DESCRIPTION: Each undergraduate program in the College is now required to formulate a learning objective related to advanced writing skills, and to develop an assessment method to determine if graduates are meeting expectations. Several majors have already fulfilled this requirement and are using the results to effect program improvements. Some departments that have systematically analyzed writing performance have identified deficiencies in writing and analysis among their majors. Over the next year, the College will review progress, monitoring the scope and magnitude of improvements in writing performance among our graduates. By 2007, every major in the College is expected to have collected, analyzed and interpreted data describing the level of writing proficiency among their graduates.</p> <p>TYPE: Problem / Limitation</p>			No

Objective:

Monitor closed courses - Objective A 1.6: Continue to monitor closed courses, and make efforts to maximize offerings of courses with substantial demand [[Show Objective Detail](#)]

Academic Year: 05-06
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Results			
Result	Action	Follow-Up	Resolved
<p>07/26/2006 -- Closed Courses DESCRIPTION: The College continues to do a good job of meeting student demand for courses. TYPE: Distinction / Strength</p>			No

Objective: **Student research with faculty** - Objective A 1.7: Increase the number of students participating in organized research projects with faculty [\[Show Objective Detail\]](#)

Academic Year: 05-06
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Results			
Result	Action	Follow-Up	Resolved

07/24/2006 -- Number of students engaged in research
DESCRIPTION: In 2005-6, 381 students participated with faculty in organized research projects. This total includes 239 undergraduate projects, 140 graduate projects, and 4 high school projects. In 2004-5, we estimated the total of student projects for undergraduates and graduates combined at 150. In 2005-6 data for these results were gathered via the Faculty Annual Review process, so we have improved the validity and reliability of this measure.
TYPE: Distinction / Strength

No

Objective: Study abroad - Objective A 1.8: Increase the number of students who study abroad [\[Show Objective Detail\]](#)

Academic Year: 05-06
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Results

Result	Action	Follow-Up	Resolved

07/26/2006 -- Study Abroad
2006

DESCRIPTION: In 2005-6, 30 students from Arts and Sciences studied abroad. In 2004-5, 36 studied abroad. The College would like to see a much larger percentage of our students choosing to study in other countries.

TYPE: Problem / Limitation

07/26/2006 -- The University recently appointed a committee to study the issue of stimulating study abroad. Our understanding is that a consultant will visit USA in 2006-7 to make recommendations. Faculty and administrators in Arts and Sciences will participate in this review process, and in the development of a campus wide plan to stimulate interest among students.

No

C. Research - The increase the quality and quantity of interdepartmental and intercollegiate interactions and collaborative efforts in teaching and research.

Objective: **Interdisciplinary or intercollegiate grant proposal** - Objective Q.2: To develop at least one large interdisciplinary (and perhaps intercollegiate) grant proposal [\[Show Objective Detail\]](#)

Academic Year: 05-06
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Results			
Result	Action	Follow-Up	Resolved
07/24/2006 -- Interdisciplinary Grants DESCRIPTION: A Multi-disciplinary project, the Hurricane Katrina Impact Assessment Planning Grant, has been submitted. This project involved faculty from the Colleges of Engineering and Arts & Sciences. TYPE: Distinction / Strength			No

Objective: **Multidisciplinary research** - Objective C.1.1: Increase multi-disciplinary research proposals submitted by College faculty [\[Show Objective Detail\]](#)

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Results			
Result	Action	Follow-Up	Resolved
07/24/2006 -- Multi-disciplinary grant proposals 2005-6 DESCRIPTION: During 2004-05 five interdisciplinary research proposals were funded; eleven additional proposals were submitted. Three interdisciplinary proposals were funded in 2005-06; sixteen additional ones were submitted. TYPE: Distinction / Strength			No

C. Research - To increase the research productivity of college faculty.

Objective: **Faculty recruitment** - Objective H 4: Recruit enough new full time faculty members to maintain or increase the current size of the faculty, and recruit new faculty members who have outstanding potential as teachers and researchers.

[\[Show Objective Detail\]](#)

Academic Year: 05-06
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Results			
Result	Action	Follow-Up	Resolved
07/26/2006 -- Faculty Recruitment			No
<p>DESCRIPTION: As of July 2006, the College had recruited 24 outstanding new faculty members for the 2006-7 academic year.</p> <p>TYPE: Distinction / Strength</p>			

Objective: **High standards for teaching, professional development and service** - Objective H 6: Maintain appropriately high standards for teaching, professional development and service among faculty members under consideration for tenure and promotion. [\[Show Objective Detail\]](#)

Academic Year: 05-06
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Results			
Result	Action	Follow-Up	Resolved
<p>07/26/2006 -- Standards for Teaching, Research and Service</p> <p>DESCRIPTION: The College's standards are appropriately high. Of the five individuals applying in 2005-6, four were awarded tenure. Of the ten applying for promotion, eight were successful. The ideal outcome is to maintain high standards, and for everyone we recruit to meet them. But, when applicants fail to meet standards, we must enforce them. The College has earned a reputation for careful and fair review of applicants, and we are pleased to say that we remain on-track.</p> <p>TYPE: Distinction / Strength</p>			No

Objective: **Number of competitive grant proposals** - Objective C.1: Increase number of competitive grant proposals submitted and awarded, and increase total dollars awarded to the College. [\[Show Objective Detail\]](#)

Academic Year: 05-06
 06-07
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Results			
Result	Action	Follow-Up	Resolved
<p>07/24/2006 -- Grant Activity 2005-6</p> <p>DESCRIPTION: For the 2005 fiscal year, total grants awarded to faculty members in Arts and Sciences equaled \$5,451,086, generated by 52 awards from 77 proposal submissions. The total for the 2004 fiscal year was \$4,386,098, thus total dollars awarded increased 24% over the previous year. This significant change was affected by a large increase in direct appropriations, and a smaller, but still significant, increase in competitive grants. Competitive awards to the College for FY2004 were \$2,668,516. For FY2005 competitive grant awards totaled \$3,021,762, which represents an increase of 13% over the previous year.</p> <p>TYPE: Distinction / Strength</p>			No

Objective: **Professional development** - Objective H.2: Continue to support professional development among faculty via Summer Awards, Arts and Sciences Support and Development Awards, Sabbaticals, and funding for faculty travel. [\[Show Objective Detail\]](#)

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Results			
Result	Action	Follow-Up	Resolved
<p>07/24/2006 -- Support for Professional Development 2005-6</p> <p>DESCRIPTION: Eight sabbaticals were awarded to A & S faculty members for the 2006-07 academic year- a 14 % increase compared to 2005-06. The College invested the following additional resources for faculty development in 2005-06:</p> <p>A) Summer Professional Development Awards- Salaries: \$47,746 Other: \$25,625; Total: \$73,371</p> <p>B) Support and Development Awards: Awarded \$33,789</p> <p>C) Faculty Travel: Awarded in Dept. Budgets \$122,100, Additional Travel Support \$ 10,048. Total travel support from the College: \$132,148.</p> <p>D) Relocation expenses: \$23,804</p> <p>The college invested \$263,112 in support of professional development of the faculty in 2005-6, which represents an increase of 6.7% compared to 2004-05.</p> <p>TYPE: Distinction / Strength</p>			No

Objective: **Reassigned time** - Objective C.3: Continue to tie award of reassigned time to research productivity. Most productive researchers should have most reassigned time. [\[Show Objective Detail\]](#)

Academic Year: 05-06
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Results			
Result	Action	Follow-Up	Resolved
<p>07/24/2006 -- Reassigned Time 2005-6</p> <p>DESCRIPTION: The total amount of unfunded reassigned time remained level in 2005-06 over the previous year, averaging 2 courses per faculty member for the academic year. The practice of allocating reassigned time on continued research productivity remained. Research productivity, monitored at the departmental level, is verified each year at the college level via a review of Faculty Activity Reports and the Annual Report for the College. Departments have variations in the level of reassigned time awarded to full time faculty members. However, the most productive in research were assigned a smaller number of classes to teach.</p> <p>TYPE: Distinction / Strength</p>			No

Objective: **Start up** - Objective C.5: Appropriately fund research start up costs for new faculty members. A ctual dollar values will vary by discipline, with a maximum of approximately \$100,000 in Marine Sciences. Start up costs should be tied to research expectations, including future success in obtaining grants and contracts. All new faculty members should receive sufficient start up funds to allow them to achieve success as researchers (regardless of potential for obtaining grants and contracts), but faculty who receive large start up moneys normally will be expected to have substantial grant and contract activity. [\[Show Objective Detail\]](#)

Academic Year: 05-06
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Results			
Result	Action	Follow-Up	Resolved
07/24/2006 -- Start Up Investment 2005-6 DESCRIPTION: Funds committed in support of faculty start-up in 2005-06 were \$210,815, an increase of 11% over funds committed in the last reporting period. TYPE: Distinction / Strength			No

E. Community service - To enhance outreach efforts from the College to our local, regional, national, international, and professional communities.

Objective: **Advisory Board** - Objective S.4: Establish Advisory Board for the College of Arts and Sciences [\[Show Objective Detail\]](#)

Academic Year: 05-06
06-07

Results			
Result	Action	Follow-Up	Resolved
<p>07/24/2006 -- Dean's Leadership Council 2005-6 DESCRIPTION: The Dean's Leadership Council was established in 2005-6, with eight members appointed. The first meeting was held in spring semester, 2006. Two meetings will be held annually beginning in 2006-7. We anticipate appointing an additional 8 members at the fall 2006 meeting. TYPE: Distinction / Strength</p>			No

Objective: **Obj. E-1. Develop measures of effective outreach** - The Dean's Office will investigate the development of reliable and valid measures of the service provided by faculty members to local, regional, national, international and professional communities. [\[Show Objective Detail\]](#)

Academic Year: 06-07

G. Campus climate - To treat all constituencies (students, faculty, staff, administrators, parents of students, and guests) of the College with courtesy and respect.

Objective: **Human Relations** - Objective D 9.1: Continue to encourage all departments to treat students, faculty, staff and visitors with courtesy and respect in all manner of interactions (face-to-face, telephone, email, and other correspondance.) [\[Show Objective Detail\]](#)

Academic Year: 05-06
06-07
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09-10

Results			
Result	Action	Follow-Up	Resolved
<p>07/26/2006 -- Human Relations DESCRIPTION: No formal assessment of this objective has occurred to date, but the number of complaints received by the Dean's Office are down, and the number of compliments have increased. We will continue to remind departments and Dean's Office staff of the importance of treating one another with respect and courtesy. TYPE: Distinction / Strength</p>			No

M. Use of technology - To continue to enhance technological resources available in the College.

Objective: **Desktop Computer Replacement Policy** - Objective M 7: Continue to implement Desktop Computer Replacement Policy. Costs should total \$60,000 per year. [\[Show Objective Detail\]](#)

Academic Year: 05-06
06-07
07-08
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09-10

Results			
Result	Action	Follow-Up	Resolved
<p>07/24/2006 -- Computer Replacements 2005-6 DESCRIPTION: Twenty-eight desktop computers were replaced in the past year at a cost of \$41,789. Five laptops, in lieu of desktops, were also acquired, costing \$10,330. The expenditure for computer replacement totaled to \$52,119, below the expected level of \$60,000. The College continues to provide appropriate, up-to-date, computer equipment to all faculty and staff. TYPE: Distinction / Strength</p>			No

Objective: **Technology Infrastructure Enhancement Awards** - Objective M.2: Continue to make technooogy Infrastructure Enhancement Awards to upgrade technology available to enhance instruction and research. Costs should total to approximately \$200,000 per year. [\[Show Objective Detail\]](#)

Academic Year: 05-06
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Results			
Result	Action	Follow-Up	Resolved
<p>07/24/2006 -- Technology Enhancements DESCRIPTION: Technology expenditures in 2005-06: Upgrades to Classroom technology: \$58,495; Technology Infrastructure Enhancement Awards: \$106,819, for a total investment in technology to support instruction of \$165,314. In addition, the College implemented Wireless computing installation in two buildings (ILB and HUMB). Additional commitments have been made to install a wireless environment in Chemistry. If these networks appear to add value, we plan on expanding wireless capability throughout the College until we achieve a college-wide wireless capability. Working with the Academic Computing and various departments, the College spent \$9,937 in 2005-6 on wireless computing, as part of a total expenditure of \$23,937 (\$14,000 came from other sources including Academic Computing and Departmental Budgets). The College continues to make substantial investments in technology to improve the learning environment. TYPE: Distinction / Strength</p>			No

Objective: **Technology support** - Objective M.3: Continue to provide technological support services to the faculty, staff and students of the College. [\[Show Objective Detail\]](#)

Academic Year: 05-06
 06-07

Results			
Result	Action	Follow-Up	Resolved
<p>07/24/2006 -- Technology Support DESCRIPTION: Satisfaction with technical support for computing remains high. The College added a staff person in spring 2004 (Jason Smith), and he continues to perform at an outstanding level. TYPE: Distinction / Strength</p>			No

N. Facility development - To engage in space planning in the College.

Objective: **GIS data base** - Objective N 2: Investigate the merits and feasibility of establishing a GIS data base of current space resources in the College. [\[Show Objective Detail\]](#)

Academic Year: 05-06
06-07

Results			
Result	Action	Follow-Up	Resolved
<p>07/26/2006 -- GIS in space planning</p> <p>DESCRIPTION: During spring, 2006, Sam Stutsman and his GIS class carried out a pilot project where the floor plan of the north side of the Humanities building was digitized and an attribute file created. The file contained information for each room, which was classified as teaching, research, or office space. Information for each teaching room included: number of seats, type of audio-visual equipment available, and days and time of use. The location of safety features such as fire alarms were also noted.</p> <p>Mr. Stutsman estimates it would take five students working 20 hours a week for two or three semesters to complete the digitizing of all of Arts and Sciences holdings. The development of an attribute data base should be coordinated with the Office of Institutional Research, which has also collected room attribute data. The speed of project completion will greatly depend on the number of students hired and how many hours per week they</p>			No

will be able to work.

Using GIS to manage space extends beyond Arts and Sciences, as every college and administrative office can benefit from using GIS to manage their resources. The Office of Safety and Environmental Compliance has asked Mr. Stutsman to prepare maps identifying the location of various safety features such as fire alarms and fire hydrants, and the Campus police are interested in mapping crime incidences on campus.

TYPE: Distinction / Strength

Objective: **Space needs** - Objective N.1: Monitor space needs of the College and seek to solve critical space needs. [\[Show Objective Detail\]](#)

Academic Year: 05-06
 06-07
 07-08
 08-09
 09-10

Results			
Result	Action	Follow-Up	Resolved

07/24/2006 -- Space and

Facilities Improvements 2005-6

DESCRIPTION: In response to deteriorating quality of the space in the Instructional Laboratories Building, the administration embarked on a renovation project costing approximately \$1,000,000, with the college spending about \$22,000 on the project.. A state of the art Archeology Building along with a Museum is being completed at a cost of approximately \$2.1 million. Additional funds are being sought to fund the construction of exhibits to be mounted in the Museum portion of the building. A permanent home for the USA Herbarium has been provided via reconfiguration and renovation costing \$5,000. Additional space renovations to meet the acute space needs of the college have been accomplished at a cost of \$33,000. Discussions continue with respect to the utilization of some of the University Commons, when the College of Allied Health Professions vacates the building. Additional renovations are in the planning stages for the Humanities and Chemistry buildings.

TYPE: Distinction / Strength

P. Public recognition - To enhance the reputation and recognition of the College, its faculty, and its students within the University and without.

Objective: **Academic conference** - Objective P 3: Sponsor at least one professional, academic conference to be held in Mobile during 2005/06 [\[Show Objective Detail\]](#)

Academic Year: 05-06
06-07
07-08
08-09
09-10

Results			
Result	Action	Follow-Up	Resolved
<p>07/25/2006 -- Academic Conference</p> <p>DESCRIPTION: 14 professional meetings and academic conferences were held in the Mobile area during 2005-6. These included the Maher Measure in Mobile, a Mathematics Conference sponsored by NSF, Chemistry Olympiad, US Govt Interdepartmental Hurricane Conference, the SW Geological Society, and the Latin American Educators Workshop.</p> <p>TYPE: Distinction / Strength</p>			No

Objective: **Greater recognition** - Objective P 1: Achieve greater recognition for the scholarly and service activities of the College faculty and students via College Annual Report, website, newsletter and other publication outlets. [\[Show Objective Detail\]](#)

Academic Year: 05-06
 06-07
 07-08
 08-09
 09-10

Results			
Result	Action	Follow-Up	Resolved
<p>07/26/2006 -- Website, Annual Report, other Publications and Public Relations DESCRIPTION: Annual Report and website continue to improve. A new college brochure has been developed. The Office of Public Relations continues to provide outstanding coverage to the achievements of Arts and Sciences faculty and students. TYPE: Distinction / Strength</p>			No

Objective: **Interaction with supporters** - Objective S 3: Identify and increase interaction with key supporters and prospective donors to College programs [\[Show Objective Detail\]](#)

Academic Year: 05-06
 06-07
 07-08
 08-09
 09-10

Results			
Result	Action	Follow-Up	Resolved
07/26/2006 -- Interaction with Supporters DESCRIPTION: The Dean's Leadership Council provides an outstanding forum for involving alumni, members of the community and other supporters to be involved in the life of the College. We are making a conscious effort to invite our supporters to College events, and community participation appears to be growing. TYPE: Distinction / Strength			No

S. Institutional advancement - To increase development and fund-raising activity and increase the amount of private gifts received by the College.

Objective: **Annual Drives** - Objective S.1: Conduct Annual Drives among alumni, faculty and staff of the College [\[Show Objective Detail\]](#)

Academic Year: 05-06
06-07
07-08
08-09
09-10

Results			
Result	Action	Follow-Up	Resolved
07/24/2006 -- Annual Drive 2005-6 DESCRIPTION: Annual Drive for faculty and staff achieved 61% participation rate and was awarded a most improved award for 2006 Campaign. Number of Employees who donated in College: 170 (of 279). Total Dollars raised (unmatched): \$15,092. TYPE: Distinction / Strength			No

Objective: **Archaeology Building** - Objective S 2: Complete any fund raising needed to properly equip and furnish the Archaeology/Gallery Building [\[Show Objective Detail\]](#)

Academic Year: 05-06
06-07

Results			
Result	Action	Follow-Up	Resolved
<p>07/26/2006 -- Archaeology Fundraising</p> <p>DESCRIPTION: The University completed fundraising to support the construction of the Delchamps Archaeology Building (\$2.178 million). Construction is now complete, and the dedication will occur in fall 2006. To complete design and installation of Museum exhibits will require an additional \$600,000. Efforts are underway to complete this effort.</p> <p>TYPE: Distinction / Strength</p> <hr/>			No

Objective: **Private donors** - Objective S 5: Increase total gifts from private donors [\[Show Objective Detail\]](#)

Academic Year: 05-06
06-07
07-08
08-09
09-10

Results			
Result	Action	Follow-Up	Resolved

07/31/2006 -- Gifts received
2005-6

No

DESCRIPTION: From July 1, 2005 through June 30, 2006, the College received \$419,614 in gifts. This total will be calculated on an annual basis in future years, and we will expect to see substantial increases in future years.

TYPE: Distinction / Strength

T. Diversity - To enhance the diversity of the College by recruiting and retaining more African American faculty, and by increasing the representation of African Americans and women in positions of leadership.

Objective: **Implement Diversity Plan** - Objective T 1: Continue to implement the Diversity Plan for the College [\[Show Objective Detail\]](#)

Academic Year: 05-06
06-07

Objective: **Monitor progress of diversity goals** - Objective T 2: Monitor progress in meeting the goals identified in the Diversity Plan [\[Show Objective Detail\]](#)

Academic Year: 05-06
06-07
07-08
08-09
09-10

Results			
Result	Action	Follow-Up	Resolved
<p>11/07/2006 -- Diversity Analysis 2000-2006</p> <p>DESCRIPTION: The past year saw mixed results in meeting diversity goals.</p> <p>Conclusions Regarding Progress in Achieving Racial Diversity: The total number of African American faculty remained constant from 2004-5 to 2005-6. For the current academic year (2006-7), the College successfully recruited an African American Associate Professor and Assistant to the Dean.</p> <p>Conclusions Regarding Progress in Achieving Gender Diversity: The total number of female full professors fell from 9 to 7 during 2005-6. In 2006-7, the number of female department chairs increased from one to</p>	<p>11/07/2006 -- Diversity Goals</p> <p>Over the next five years, the College will attempt to:</p> <ol style="list-style-type: none"> 1). Increase the number and percentage of African American faculty members; 2). Increase the number and percentage of African American faculty members who are at the rank of Assistant Professor and above; 3). Increase the number and percentage of females and African Americans in positions of leadership in the College. <p>In addition, we anticipate that the number and percentage of female faculty members occupying the rank of</p>		No

two, and a female Associate Professor was promoted to Assistant to the Dean.

Professor will increase over the next five years.

TYPE: Problem / Limitation

Action Plan

Related Data:

[View File](#) - 2006 Diversity Progress Report
[View File](#) - 2006 Diversity Tables

In order to meet these goals, the College will take the following actions over the course of the next five years:

1) The College will continue to monitor trends in female and African American employment, and report on progress toward meeting its diversity goals on an annual basis.

2) All search committees that identify strong African Americans in the pool of applicants will be encouraged to bring these candidates to campus for an interview. Any additional interview costs will be borne by the College.

3) Chairs and faculty members will be encouraged to recruit actively among colleagues in their professional networks to encourage qualified African Americans to apply for open positions.

4) Search committees that identify African American candidates will utilize the campus hosting committee to assist with recruitment.

5) Whenever possible, non-tenure track, Instructor positions that are currently filled by highly qualified African Americans will be converted to tenure track, Assistant Professor positions.

6) The College will request

approval to recruit for at least one new Assistant Professor position with specialization in African American Studies. The position will require primary specialization in a discipline for which USA offers an academic major, but will also require research and teaching specializations in African American Studies. We were able to recruit such a faculty member for the current year at the Associate Professor level.

7) Departments may request the creation of an additional position if a highly qualified African American candidate is identified. If resources permit, new positions may be created. The decision to create the position will be made on a case by case basis, depending on the need for additional staffing in that program, other program needs, the credentials of the candidate, and the availability of resources.

8) To assist with retention of African American faculty members, the College will monitor resource allocation decisions to ensure that all faculty benefits, including travel allowances, start up funding, research reassignments, and internally funded research grants continue to be distributed on an equitable basis.

9) The College will continue to monitor promotion of female faculty members to higher faculty ranks and to positions of leadership.

10) As leadership positions

open (including Chairs, Program Directors, Associate Deans, and Assistants to the Dean), African American and female candidates will be encouraged to apply and will be given full consideration for appointments.

May 14, 2007

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