

**ANNUAL REVIEW AND PROJECTIONS REPORT**  
**College of Education**  
**University of South Alabama**  
**2004-2007**

The mission of the University of South Alabama's College of Education is: (a) to provide students with quality, accessible undergraduate and graduate professional education; (b) to prepare graduates for professional careers and life-long learning; (c) to promote the creation and dissemination of knowledge; (d) to serve our constituents through professional development programs and community outreach; and, (e) to assist regional educational agencies in meeting their professional obligations.

In carrying out this mission, we are currently challenged to address a set of interrelated issues, including: embracing diversity, developing responsive programs, transcending disciplinary boundaries, exploiting technology, and securing the resources to accomplish our goals. In meeting these challenges, we have created a vision for ourselves of becoming the Gulf Coast leader in producing professional educators committed to life-long learning and the improvement of communities. In particular, we envision that we will be the recognized leader in preparing exemplary high quality professionals who are capable of realizing the potential of every citizen to participate fully in a democratic society. In realizing this vision, we are well aware of the set of issues that face the University and of our responsibility in contributing to campus-wide efforts to address these issues. Our objectives for the next three years for each of these goals, therefore, are to:

1. *Build academic quality and improve the learning environment*
  - a. Review the admissions process to increase student quality, retain current academic standards, and maintain or improve enrollment in critical programs, especially by poor and minority students
  - b. Increase both faculty and student socio-economic and ethnic/racial diversity to more closely resemble the demographics of the communities we serve
  - c. Initiate a faculty recruitment plan that (1) recognizes the emerging role of the College within the University and the community, (2) attracts faculty members who are capable of and committed to realizing the College's mission and vision, (3) identifies talented minority candidates and aggressively pursues them as potential employees, and (4) recognizes the market forces at play when recruiting top flight faculty
  - d. Coordinate recruitment, supervision, and mentoring of students, especially from under-represented groups, more effectively both across departments and programs and with our educational partners
  - e. Consolidate functions and restructure the College's *Office of Student Services* to reduce redundancy and improve overall effectiveness

- f. Encourage interdisciplinary programming by establishing a *Coordinating Council on Educator Preparation* in collaboration with the College of Arts & Sciences and interested colleagues from other colleges
  - g. Initiate a structured program of faculty development in targeted areas (e.g., technological and multicultural literacy, contract and grants development, writing for professional publication, mentoring of new and part-time faculty)
  - h. Encourage greater collaboration with educational and community partners and provide incentives and support structures for faculty involvement in school and community-based projects
  - i. Initiate Internet-based distance education partnerships with regional schools
  - j. Review and revise all educator preparation curricula to consolidate redundant courses and to meet current professional standards
2. *Improve the quality of student life and the campus atmosphere*
- a. Establish a *Dean's Council on Diversity* to enhance the multicultural competence of faculty and staff and to promote cultural awareness among all members of the College community
  - b. Improve responsiveness to student-initiated concerns and renew our commitment to provide all human and institutional resources necessary to graduate every student with the skills, knowledge and dispositions to be an effective educator
  - c. Develop a responsive student retention program focused on improving advisement, mentoring, and evaluation
  - d. Improve overall quality of instructional facilities and equipment, including access to facilities for persons with disabilities
  - e. Nurture the growth of student professional organizations such as *Student NEA*, *Chi Sigma Iota*, and *Kappa Delta Pi*
3. *Reinforce and improve the public image of the College*
- a. Establish an *Office of Alumni and Community Relations* to promote the College's programs and to encourage participation by interested partners in realizing mutual goals for education
  - b. Restructure the *Office of Field Services* and the *South Alabama Research and Inservice Center (SARIC)* to provide coordinated programs of pre-service and in-service education using an integrated model for life-long learning and professional development
  - c. Implement partnerships with area schools to support student teaching, internship supervision, and early engagement in field-based learning experiences
  - d. Expand faculty involvement in programs of continuing education for area professionals and University faculty, such as the College's *On-line Learning Laboratory*, *SARIC*, and the University's *Program for the Enhancement of Teaching and Learning (PETAL)*
  - e. Increase the regional, national, and international visibility of the College by organizing videoconferences, issue-based professional meetings, and conferences on education-related topics

- f. Capitalize on the national presence of *eCollege* and the College's leadership role in *USA Online* by redesigning our websites to improve Internet access to the College, its departments, and its programs
  - g. Establish an *Educator-in-Residence Program* that supports practicing school-based professionals to participate in University research, professional education, and program development as a visiting faculty member for periods of up to 12 months
4. *Improve public and private financial support for the College*
- a. Establish a *College Office of Contracts and Grants* to serve as a resource for faculty and to increase the College's capacity to secure external funding
  - b. Develop a plan for alumni contributions in coordination with appropriate University offices
  - c. Develop a data-driven plan for increasing the numbers of faculty to meet accreditation standards and to reflect institutional averages for clinical practice-oriented programs
  - d. Establish a College mini-grant fund to support and incubate the research and grant activities of junior faculty
5. *Improve planning and assessment processes*
- a. Develop a succession plan for mentoring faculty and staff into leadership positions in the College
  - b. Increase the number of females and members of underrepresented groups among those in leadership positions in the College
  - c. Restructure the administrative organization of the College to facilitate a more anticipatory planning process
  - d. Develop an effective college-wide evaluation and assessment system based on the most credible evidence of best practice
  - e. Establish a college-wide portfolio and assessment system that allows both students and faculty to document their achievements by collecting evidence of student and faculty work.
  - f. Improve equity in and accountability for decision making by redistributing resources and setting college-wide standards for teaching, research, and service by rank and assignment
  - g. Expand leadership opportunities for faculty and staff and promote greater faculty and staff involvement in decision making
  - h. Complete successful external reviews by the *National Council for the Accreditation of Teacher Education (NCATE)* and the *Alabama State Department of Education (ALSDE)*
  - i. Establish a *College Strategic Planning Committee* comprised of representatives from a broad constituency of University, education, business, and community partners

Respectfully submitted on behalf of the faculty of the College of Education,