

## Annual Report, 2008-2009

College:           **Arts and Sciences**

### Part I-SP, Summary Report on Status of Strategic Planning Goals/Objectives

Program/Function/Service	Strategic Goal/Objective <sup>a</sup>	Related UWF Strategic Goal <sup>b</sup>	Method of Assessment	Summary of Assessment Results <sup>cd</sup>	Use of Assessment Results to Improve Program/Function/Service <sup>e</sup>
CAS Operations	Work with Senate on diversity requirement to complete Academic Learning Foundation	1c	--	No progress made.	--
	Develop new strategies for coping with budget uncertainties and cutbacks	2b	Achieved budget reduction targets outlined by provost	Goal achieved. All targets met with minimal job losses.	
	Reduce course proliferation by modifying CCR practices	1a	Compare CCR totals in CAS.	No progress made.	Anticipate progress in the next year following provost announcement to reduce CCR activity broadly.
	Improve overall growth of assessment culture in CAS	1c	--	No progress made. Budget trumps assessment.	--
	Improve CAS student credit hours by 2%	2a	Compare SCH across years.	Goal mostly met. CAS yearly growth = 1.61% (undergrad: 0.93%, grad: 17.23%)	Achieved growth prompts refined enrollment target strategy to reduce micromanagement.
	Reorganize adjunct funding in college.	2b	--	Goal not met.	--
	Capture one-time funds for replenishing equipment in equipment-intensive majors	3a	Identify dollar allocation for equipment replacement	Goal met. \$350,000 granted to CAS to meet serious needs.	Departments will attempt decentralized management based on equipment/tech fees.
	Increase CAS faculty and staff representation in community service.	4f	Count community service reports in annual review.	Increased service activity reported in annual reports.	Display community connections on CAS website.

CAS Operations	Forge new partnerships between CAS units and community entities	4c	Count growth of alliances in college reported in annual reports.	Goal met. Multiple contacts with Andrews and lecture cosponsored with IHMC	Post community connections on website.
	Conduct defensible department review to assist in budget decisions	2b	Self-ratings of depts. triangulated with Dean's office staff	Goal met.	Departments are sensitized to specific strategies for enhancing their status in the college.
	Launch teacher partnership program	5d	Conduct evaluation of participant satisfaction	Goal met. Seventeen faculty participated in the college and reviews were solid.	Program will be run in collaboration with CUTLA to broaden participation and impact.
	Develop central repository of research agenda descriptors	5c	Measure percent of faculty complying with request.	Goal partially met. Descriptions collected but not posted to date.	Website will feature descriptions to enhance research profile of college.
	Cooperate with points of excellence marketing campaign	2e	Identify growth of quality indicator display.	Goal met. Web site reflects concept.	Annual reports must be harvested for fuller representation
	Assist with university goals to improve marketing through digital outreach	2d	Identify new contexts for outreach.	Goal met. Dean joined facebook. CAS people represented in campus video	Explore twitter and other millennial sensitive communication strategies

<sup>a</sup>From unit's 2008-2009 strategic or action plan. Add lines as necessary.

<sup>b</sup>Insert Focus/Goal number/letter from the [UWF Strategic Priorities and Measurable Achievements, 2008-2012](#).

<sup>c</sup>Data/information used to determine goal/objective status.

<sup>d</sup>Can comment on status of goal as "met," "not met," or "in progress."

<sup>e</sup>Describe decisions made based on assessment results to improve program

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### Part II-A, Major Unit Accomplishments and Changes in Programs and Services

List major department/division accomplishments and changes in programs and services for 2008-2009. (Add lines as needed.)

1. **Budget Survival.** After 18 months of roller-coaster riding, CAS has emerged as a leaner, more effective economic unit. We made good decisions about what to put "in the hole" and also introduced appropriate, transparent strategies about decision-making. But let's not do this again for a while.
2. **Departmental Ratings.** We implemented a process by which departments could compare their achievement profiles on campus. Although not all departments were happy with the outcomes, they had appeal opportunities and some exercised successful appeals for improving their ratings.
3. **CAS Sponsored Lectures.** Through the generosity of the Seligman family we were able to provide the start-up of a three-year lecture series celebrating the first amendment. The guest speaker was Ken Paulson, a founding editor of *USA Today*. We celebrated Constitution Day with a day-long visit and lecture by Marc Landy. Our Maygarden Lecturer, Andy Ferguson, provided a critique of presidential candidates.
4. **College Organization.** Although we settled happily into a complex structure this year, the threat of additional budget reductions prompted discussions about new divisions within CAS. Ultimately, we did not have to pursue this path as we developed alternative ways to gather funds, but we have begun some discussions that could result in some vigorous and interesting collaborative activity in aligned units.
5. **Infrastructure Analysis.** Prompted by the budget crisis, we undertook a careful systematic analysis of release times and administrative supplements and made decisions that produced more equitable distribution of resources to units throughout the college.
6. **New Faculty Recruitment.** Despite budget challenges, we were able to do some expansion of faculty. We converted two visiting lines, one in art and one in physics, to tenure-track. We also made two tenure-track hires, one in Theatre and one in Environmental Studies.
7. **Increased CAS Council activism.** The CAS Council took dramatic action to protest some operational concerns in the university. Although the tone of their complaint was controversial, the investment and intention need to be acknowledged as providing advocacy for academic concerns in the college.
8. **Launch of CAS Teaching Partners Program.** Several CAS faculty participated voluntarily in a program run by Eman El-Sheikh, Administrative Fellow, to engage in formative conversations with another volunteer about teaching quality. Participation included peer classroom visits and feedback sessions. The program will be co-facilitated by CUTLA next year to include faculty from other colleges. Several pioneers plan to continue their involvement in the program due to benefits gained.
9. **Compilation of Research Agenda.** Administrative Fellow Subhash Bagui developed a comprehensive roster of brief descriptions of faculty research agenda in CAS. We plan to post the agenda on the CAS website next year to enhance the research profile of the college.
10. **Tenure and Promotion Overhaul.** CAS succeeded 100% in departmental development of local T&P standards as well as review by the Council and modification by the departments.

11. **Increased Graduation Participation.** Although we don't have solid numbers, we are aware that the cap and gown purchase opportunity developed by Dr. Richard Podemski had a positive impact on CAS participation.

12. **Expanded SEASTARS.** Refined symposium considerably, including increased marketing and participation, new Provost's Award for SoTL research, increased funding for all awards, improved visibility including media releases and community sponsors, and improved dissemination through ArgoJournal.

13. **Increased Departmental Involvement in Academic Advising for Lower-Division Students.** The Freshman Orientation schedule was revised to include a one hour session where freshmen met with faculty and staff representatives from their major department. In addition, sophomore students were transferred from the University Advising Center to the following departments in an effort to increase mentoring and advising contact with departmental faculty: Anthropology, Art, Biology, Chemistry, Clinical Lab Science, Communication Arts, Computer Science, Engineering, English, Environmental Studies, Mathematics, Music, Philosophy, Physics, Psychology and Theatre.

14. **Launched CAS Connects.** The college initiated a social networking opportunity for college members with an all-college social that facilitated finding colleagues with similar interests.

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### Part II-B, Distinguished Individual (Faculty, Staff, and Student) Accomplishments

List college/departmental distinctions earned by faculty, staff, and students during 2008-2009.

#### A. Faculty

1. Promotions: George Ellenberg promoted to Professor  
Eman El-Sheikh promoted to Associate Professor
2. Tenure: Eman El-Sheikh tenured
3. Awards:
  - Jane Halonen received a presidential citation for career achievement from the Society for the Teaching of Psychology.
  - Eman El-Sheikh won recognition for authoring a paper in the top 10% of the International Conference on Education, Information Systems, Technologies, and Applications.
  - Eman El-Sheikh collaborated on a winning SEASTARS poster.

#### 4. Other Distinctions

- Jane Halonen completed the two-day workshop with Quint Studer Group on quality management.

#### B. Staff

- Karen Goldschmidt and Don Thompson were recognized for merit in assisting the Pace School for Girls with computer upgrades.
- Don Thompson received two "U" awards for outstanding service.

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### Part II-C, Community Engagement Activities (Faculty, Staff, and Students)

Information about community engagement will be used to document the University's activities related to its service mission, to comply with a new SACS standard pertaining to community service, and to support the University's application for classification by the Carnegie Foundation as a "community engagement" institution.

List all college/departamental community engagement activities with participation on behalf of UWF by faculty, staff, and students during 2008-2009. Please include a very brief description of the Activity, the Community Partner, the Time Commitment (identify as hours per week, hours per month, hours per semester, or hours per year), and a very brief description of the Outcome/Impact of the activity.

Examples of community engagement activities include participation on community-based projects, organization and/or presentation of cultural community events, faculty scholarship related to community action, student scholarship related to community action, participation on community organization boards, and community-based student learning activities such as service learning projects, internships, and capstone experience projects.

	Activity	Community Partner	Time Commitment (Hours)	Outcome/Impact
<b>A. Faculty</b>				
Jane Halonen	Board Member	Families Count	5 hrs per month	support for child abuse prevention
	Volunteer	WUWF	3 hours	2 pledges!
Eman El-Sheikh	Sunshine Math teacher	Cordova Park Elementary	1 hour per week	Won award in district competition
<b>B. Staff</b>				
Judy Jones	community leader		5 hours per month	oversight of Sauffley field pollution
	community leader	Neighborhood Watch	just beginning	striving to reduce home break-ins
Karen Goldschmidt	web consultant	St. Michaels Cemetery	30 hours	overhaul of website

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**Part III-A, Strategic Planning Goals/Objectives** for 2009-10 (specify time frame; e.g., 2009-2010, 2009-2014).

List strategic plan goals/objectives and planned method of assessment (if applicable).

Strategic Goal/Objective <sup>a</sup>	Related UWF Strategic Goal <sup>b</sup>	Method of Assessment <sup>c</sup>
Establish the CAS Graduate Teaching Academy	5d	Identify how many courses will be assigned to graduates in 2010-11.
Continue alignment discussions	2b	Compare emerging organizational structure with prior structure to demonstrate fewer reporting lines to the Dean.
Begin college-wide campaign to enhance retention (effort initiated by CAS Council).	2e	Compare college-wide retention statistics from 08-09, 09-10, & 10-11
Experiment with providing enrollment targets and defined adjunct budgets.	2d	Compare departmental enrollments from 08-09, 09-10, & 10-11
Initiate personalized support for students who are entering national competitions, facilitated by appointment of Associate Honors Director	3a	Compare statistics of number of entrees in national competitions
Support university integrity initiative by fostering departmental attention through the year.	1a	Integrity results should be reported as an item in next year's annual reports.
Open the SSE building with minimal hassle	3c	Opening ceremonies will document success; track difficulties related to transition and their resolution.
Provide appropriate supports for assorted interim arrangements in the college: Associate Dean, Department of Music.	2b	Survey stakeholders about success of interim strategy.
Establish research partnership program to facilitate research completion for faculty who are not pleased with their scholarly/creative productivity	5c	Identify how many publications emerge from partners in participation
Collaborate with ATC on development of interdisciplinary stream related to culture designed to assist military students.	3c	Track enrollment patterns
Roll out new tenure/promotion, annual evaluation procedures (pending UFF agreement)	5d	
Participate in university initiatives related to student evaluations of teaching, vision, gen ed reform.	1a	Level of participation will be established in annual reports.
Use carry-forward strategically to address longstanding college needs.	2b	Identify spending priorities that emerged in annual report.
Visit departments to introduce Associate Dean; reevaluate Starbucks hour due to declining participation	5c	Identify % of departments in CAS that receive visits.
Continue chair evaluations and term renewals as scheduled.	2v	Cite formal decisions of renewal or change of plan in next year's annual evaluation.

Initiate conversations with state-wide deans regarding budget survival	4a	Report networking instances in next year's annual report
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<sup>a</sup>Add lines as needed.

<sup>b</sup>Insert Focus/Goal number/letter from the [UWF Strategic Priorities and Measurable Achievements, 2008-2012](#).

<sup>c</sup>If applicable.

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### Part III-B, New Degree Program Projections

This section **to be completed only by the Dean** for the college-level annual report.

List new degree programs and specializations under consideration and planned year of implementation.

Program Title	Level <sup>a</sup>	New Degree <sup>b</sup>		New Specialization <sup>c</sup>		Implementation Year
		Yes	No	Yes	No	
Nursing	MSN	X				Fall, 2010

<sup>a</sup>For example, BA, BSBA, MEd.

<sup>b</sup>For degrees not currently offered as stand-alone programs; will require submission of requests to Faculty Senate and Board of Trustees.

<sup>c</sup>For new specializations within an existing degree program; will require submission of request to Faculty Senate but not to Board of Trustees.