IE Division Plan  
Vice-President for Academic Affairs Office  
FY 2012  

Unit Mission: To provide leadership in increased production of faculty scholarship and the design, delivery, and assessment of rigorous curricula

DIVISION GOAL #1: To revise the university core curriculum and create and implement a core curriculum assessment process that is valid, reliable, and manageable.

A. Link to Strategic Plan

UNIVERSITY GOAL 1.1: To transform from an upper level and graduate level university to a comprehensive residential, regional university serving 2,800 students from freshman to doctoral

UNIVERSITY GOAL 2.2: To strengthen academic assessment and program review to facilitate improvement across all programs

B. Budgetary Requirements:

1. Existing budget resources (Note: a course fee of $10 per core curriculum course will be assessed to cover expenses related to collection and analysis of data).

C. Strategies

1. Appoint a committee composed of faculty and staff to bring forward recommendations for a revised core curriculum; secure internal and external approval.

2. Train faculty to embed student learning outcomes (SLOs) for Student Leadership Development Program into a lower division course for every undergraduate degree.

3. Develop and publish a core curriculum assessment planning document; post on web; and train deans and faculty in its use.

4. Provide assistance to Deans as they lead faculty in the development of rubrics for Natural Sciences to be assessed in Spring 2012 and Fall 2012; Social and Behavioral Sciences-History to be assessed in Spring 2012; and Visual and Performing Arts to be assessed in Fall 2012.

5. Assess core curriculum component areas as indicated in #3.

D. Expected Results:

1. A revised university core curriculum is ready for implementation in fall 2012.

2. Designated core component(s) are assessed during spring 2012.
   a. Content validity will be evidenced by content faculty approval of assessment rubrics or other designated measures (quantitative).
   b. Reliability will be evidenced by conducting an analysis of student artifacts (e.g., essays, examinations) assessed by at least two faculty (inter-rater reliability).
   c. Manageability will be determined/defined by staff agreement that reports can be generated in a reasonable amount of time (qualitative).
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E. Results:
F. Changes and Discussion Based on Results:
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DIVISION GOAL #2: To inculcate best practices in the design and delivery of online courses and programs

A. Link to Strategic Plan:

UNIVERSITY GOAL 2.1: To provide faculty with professional development opportunities to enhance teaching and promote excellence in the discipline

UNIVERSITY GOAL 7.1: To design, implement, and maintain a quality technological infrastructure based on the evolving educational needs of the learning community

B. Budgetary Requirements:

1. Existing budgetary resources

C. Expected Results:

1. Increases are accomplished in:
   a. The number of students enrolled in a Web or Web-Enhanced course;
   b. The number of SCH generated via Web and Web-Enhanced courses;
   c. The number of Web and Web-Enhanced courses in the university inventory;
   d. The number of Web and Web-Enhanced courses taught per semester;
   e. Overall student ratings of online courses as measured by student evaluation of courses;
   f. Faculty satisfaction and confidence in their ability to provide quality online instruction as measured by a self-report survey; and
   g. Quality of online course syllabi as measured by a quality evaluation (rubric) of a random sampling of online course syllabi.

D. Strategies:

1. Share Web and Web-Enhanced course and enrollment data with all faculty, emphasizing the growing interest in students’ interest in online education.

2. Reconvene Distance Education faculty committee to establish recommendations for local standards for online courses; secure internal approval; publish standards.

3. Develop and post a set of instructor competencies for online instruction, aligned to the standards.

4. Develop and post faculty professional development plan, aligned to the competencies.

E. Results:

F. Changes and Discussion Based on Results:
IE Division Plan  
Vice-President for Academic Affairs Office

FY 2012

Unit Mission: To provide leadership in increased production of faculty scholarship and the design, delivery, and assessment of rigorous curricula

DIVISION GOAL #3: To improve the process of defining, communicating, recognizing, and rewarding quality in teaching, service, and scholarship

A. Link to Strategic Plan:

UNIVERSITY GOAL 1.1: To transform from an upper level and graduate level university to a comprehensive residential, regional university serving 2,800 students from freshman to doctoral

UNIVERSITY GOAL 2.1: To provide faculty with professional development opportunities to enhance teaching and promote excellence in the discipline

B. Budgetary Requirements:

1. Existing budgetary resources

C. Strategies

1. Review and revise the existing Faculty Performance Review protocol and process to align with the university’s new mission statement and strategic plan.
   a. Appoint a committee of faculty members (via the faculty senate) to submit recommendations to the Provost’s Council regarding revisions to the FPR.
   b. Hold a Deans’ retreat to review the FPR and make recommendations.
   c. Convene a conference committee to finalize changes; communicate to faculty.

2. Implement the improved system of qualifying faculty for teaching assignments developed in 2011.

3. Develop an adjunct faculty orientation training module (online and/or face to face)

4. Develop a program of faculty recognition for incorporating rigor and innovation into teaching.
   a. Establish a committee of faculty and deans to study best practices and bring forward a plan for faculty recognition with monetary rewards.

5. Purchase or develop an electronic scholarship management/tracking system.

6. Broaden the professional development opportunities (content and delivery) for faculty, based on identified needs assessment.

D. Expected Results:

1. A revised faculty performance review process and related protocols (with faculty and dean input) that adequately reflects and recognizes quality in teaching, scholarship, and service are approved for implementation in 2012.
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Unit Mission: *To provide leadership in increased production of faculty scholarship and the design, delivery, and assessment of rigorous curricula*

2. A program for the recognition of quality teaching is approved for implementation in 2012-13. (Funding requested in FY2013)

3. An increased level of qualified and competent adjunct faculty

4. At least one-third of the full-time faculty participate in one or more professional development activities offered in the university’s professional development plan.

E. Results:

F. Changes and Discussion Based on Results:
IE Division Plan

Vice-President for Academic Affairs Office

FY 2012

Unit Mission: To provide leadership in increased production of faculty scholarship and the design, delivery, and assessment of rigorous curricula

DIVISION GOAL #4: To establish and maintain a system of compliance with all TAMUS policies and regulations

A. Link to Strategic Plan:

UNIVERSITY GOAL 1.1: To transform from an upper level and graduate level university to a comprehensive residential, regional university serving 2,800 students from freshman to doctoral

UNIVERSITY GOAL 2.2: To strengthen academic assessment and program review to facilitate improvement across all programs

B. Budgetary Requirements:

1. Existing budgetary resources

B. Strategies

1. Maintain a current inventory of required university rules and procedures respondent to TAMUS policies and regulations.

2. Notify the President and Vice Presidents of revisions to TAMUS policies and regulations on a timely basis (when changed by the BOR).

3. Conduct quarterly reviews of progress toward compliance with TAMUS policies and regulations with the Administrative Council, focusing on ensuring that proper university rules and procedures are in place and communicated to users.

4. Identify, develop, and submit for approval additional university rules and procedures necessary for effective and efficient operation of university functions that are not required by the TAMUS.

D. Expected Results:

1. The university is in compliance with all TAMUS required university procedures and rules.

E. Results:

F. Changes and Discussion Based on Results:
Unit Mission: To provide leadership in increased production of faculty scholarship and the design, delivery, and assessment of rigorous curricula

DIVISION GOAL #5: To broaden the academic and non-academic international and global aspects of the university experience for students

A. Link to Strategic Plan:

UNIVERSITY GOAL 1.1: To transform from an upper level and graduate level university to a comprehensive residential, regional university serving 2,800 students from freshman to doctoral

UNIVERSITY GOAL 1.2: To increase the diversity of the student population in nationality and ethnicity

UNIVERSITY GOAL 3.1: To expand partnerships with stakeholders such as businesses, education, government, military and non-profits to extend the university’s mission, encourage innovation, and expand educational and economic opportunity in East Texas

B. Budgetary Requirements:

1. Existing budgetary resources

C. Strategies:

1. Continue to work closely with the ESLI program to recruit international students. Maintain retention data for ESLI students.

2. Through Provost’s Council, decide on the degree programs which will incorporate a global/international component and work with Deans to create a process for development, approval, implementation, and assessment.

3. Continue to encourage and work with faculty to develop courses of study abroad. Become more active in the System Study Abroad committee.

4. Continue partnership with Kodolanyi-Janos University regarding the faculty/student exchange program.

D. Expected Results:

1. A minimum of 10 students are enrolled in the ESLI program.

2. A global/international component/module/course/experience is incorporated into the field of study curriculum (FOSC) for a minimum of two degree programs (undergraduate or graduate) in each college.

3. A minimum of 20 students will travel abroad in a curriculum related program.

4. The university will host at least one international faculty member on campus.
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5. At least one university faculty member will participate in the faculty abroad program with Kodolayni-Janos University.

D. Results:

E. Changes and Discussion Based on Results: