

College of Sciences Spring 2008 faculty meeting



These slides are on-line at www.sci.angelo.edu

Department of Agriculture

- 295 B.S. and 18 M.S. majors
- 32 B.S. and 7 M.S. graduates in 2007
- 7 peer-reviewed publications
- 10 presentations at scientific meetings
- \$90,200 external research funding
- \$40,000 in scholarships from San Antonio Livestock Show
- \$750,000 in departmental scholarship endowment

Biology Department

- Five times the ASU chapter of Beta Beta Beta (Biology Honor Society) has been named the top chapter in the nation.
- ASU maintained a health professions schools admission rate about 50% over the past five years (vs. Texas average of about 30%).
- Very active program of involving undergraduate students in research projects.
- The Biology faculty are highly active in professional societies.
 - During the past five years this service includes; President of the Texas Academy of Science, Managing Editor of the *Texas Journal of Science*, Secretary/Treasurer of the Texas Society of Mammalogists, Secretary for the Southwestern Association of Naturalists, Board of Governors of the Southwestern Association of Naturalists, President of the Society for College Science Teachers, and Associate Editor of *Herpetologica*.
- Currently one tenure-track faculty vacancy. Search is underway for a molecular developmental biologist.

Department of Chemistry and Biochemistry

- Welch Foundation grant renewed for 2008-2011 @ \$25000/year
- In last four years, student ACS chapter received one honorable mention and three commendable ratings from parent organization
- Continuation and expansion of Science Days
- Grant applications pending:
 - THECB-ARP – Environmental Toxicology – Dr. David Carter for \$150,000 (two years)
 - THECB-TCRP – TX Course Redesign Project – Dr. David Carter for \$150,000 (two years)
- Searches: Two tenure-track (55 applications),
Dept. Head (11 applications)

Department of Computer Science

- 120+ majors, 800+ graduates
- Last semester
 - Programming team attended the 2007 ACM South Central USA Regional Programming Contest
 - 2 peer-reviewed publications
- This semester
 - USAA scholarships for CS and MIS students
 - Opening the Entertainment Computing Laboratory in MCS 105

Department of Mathematics

- Continuing 100% pass rate on the TExES certification exam
- Ongoing student research/activity level
- Successful graduates
- Curriculum changes, including proposed new minor

FERPA

- Paul developed the forms referenced below in consultation with Registrar Angela Balch.
- MS Word version, click [here](#)
- PDF version, click [here](#)



Department of Nursing Achievements:

- Successful reaccreditation of the AASN and RN-BSN program for 8 years (the longest possible reaccreditation)
- Opening of the *High-Fidelity Simulation Lab*
 - To date over 25 tours/groups have looked at the lab.
 - All AASN students have participated in a simulation.
- Expansion of the School-Based Clinic to a *Family Wellness Center*
 - Construction began 12/07 projected completion 07/08
- Receiving a \$1.2 million THECB grant for an *Accelerated LVN-RN Program*.
- Partnering with the West Texas Nursing Schools on a \$200,000 THECB grant to develop a common nursing program application.

Department of Physical Therapy

- ✦ Underwent re-accreditation site visit. Results in April.
- ✦ Received preliminary approval through THECB for the Doctor of Physical Therapy degree. We are currently working on the curriculum and hope to apply for full approval in February.
- ✦ Concurrently with the application to THECB will be an application to SACS to advance ASU from a Level III Institution (Master's degree as the highest) to Level V (3 or fewer doctorate degrees as highest).
- ✦ Currently in process of developing a College in cooperation with Nursing, tentatively titled *College of Nursing Allied Health*. Timeframe is for Fall 2008.

Department of Physics

- One of 21 undergraduate programs nationally identified as exemplary (only one in Texas).
- Six-year average graduation rate is 10.
- Five consecutive Society of Physics Students *Outstanding Chapter Awards*
- The department ranked 4th in generating upper division physics semester credit hours in 2006.
- Earth Science minor established 2005 continues to grow.
- 4-2 guaranteed admission-articulation agreements with TTU
- Student Outcomes



Faculty Performance

**College of Sciences
January 11, 2008**



Membership

Bonnie B. Amos	Co-chair, Faculty Senate/Biology
Richard A. Beck	Co-chair, Academic and Student Affairs
Roger E. Zarnowski	Mathematics
David H. Loyd, Jr.	Physics
John J. Miazga, Jr.	Education
Susan E. Keith	Kinesiology
Nancy G. Allen	English
Jeff G. Boone	Communication, Drama and Journalism
William Fuller	Psychology and Sociology
David O'Dell	Modern Languages
Karen A. Torres	Management and Marketing
M. Cheryl Hines	Teacher Education
William (Bill) B. McKinney	Accounting, Economics, and Finance
Mark B. Crouch	Computer Science
Mark Pape	Physical Therapy
Mandy Carr	Agriculture

Annual Faculty Performance Review

- **Purpose:**
 - Encourage and support faculty development and professional growth, and
 - Meet State mandate for reappointment recommendations.
- **Who:**
 - All faculty members
- **When:**
 - Beginning of the fall semester

Components

1. Faculty Activity Report and Evaluation Form [FARE]
2. IDEA summary forms
3. Current vita

**ANGELO STATE UNIVERSITY
FACULTY ACTIVITY REPORT AND EVALUATION**

DATE _____

Faculty Member's Name _____

Department _____

Academic Rank _____ Tenured Tenure-Track

Department Head _____

EVALUATION SUMMARY	RATING
Teaching	<input type="checkbox"/> Satisfactory <input type="checkbox"/> Satisfactory, Improvement Needed <input type="checkbox"/> Unsatisfactory
Scholarly/Creative Activity	<input type="checkbox"/> Satisfactory <input type="checkbox"/> Satisfactory, Improvement Needed <input type="checkbox"/> Unsatisfactory
Leadership/Service	<input type="checkbox"/> Satisfactory <input type="checkbox"/> Satisfactory, Improvement Needed <input type="checkbox"/> Unsatisfactory
Overall	<input type="checkbox"/> Satisfactory <input type="checkbox"/> Satisfactory, Improvement Needed <input type="checkbox"/> Unsatisfactory
Recommendation for Continuance (Tenured) or Reappointment (Tenure-Track)	<input type="checkbox"/> Yes <input type="checkbox"/> No

Department Head's Signature _____ Date _____

I am am not submitting a Cumulative Points Record for a Professional Achievement Award.

Faculty Member's Signature _____ Date _____

Faculty Member's Comments (Optional)

EVALUATION AREAS
TEACHING
SCHOLARLY/CREATIVE ACTIVITY
LEADERSHIP/SERVICE
OTHER COMMENTS

Review Process

- Department Peer Review Committee
 - Department Peer Review Evaluation Form
- Department Head
 - Department Peer Review Evaluation Form
 - Faculty Activity Report and Evaluation Form
- College Dean
 - Memorandum
- Provost
 - Letter

**ANGELO STATE UNIVERSITY
DEPARTMENT PEER EVALUATION FORM**

YEAR _____

Faculty Member's Name _____

Department _____

Academic Rank _____

EVALUATION ITEMS	RATING
• Student Evaluations	<input type="checkbox"/> Satisfactory <input type="checkbox"/> Satisfactory, Improvement Needed <input type="checkbox"/> Unsatisfactory
• Peer Teaching Evaluation, if applicable	<input type="checkbox"/> Satisfactory <input type="checkbox"/> Satisfactory, Improvement Needed <input type="checkbox"/> Unsatisfactory
• PA Annual Points Record	<input type="checkbox"/> Activities Verified <input type="checkbox"/> Activities Not Verified
• PA Cumulative Points Record, if applicable	<input type="checkbox"/> Activities Verified <input type="checkbox"/> Activities Not Verified

EVALUATION AREAS	RATING
• Teaching	<input type="checkbox"/> Satisfactory <input type="checkbox"/> Satisfactory, Improvement Needed <input type="checkbox"/> Unsatisfactory
• Scholarly/Creative Activity	<input type="checkbox"/> Satisfactory <input type="checkbox"/> Satisfactory, Improvement Needed <input type="checkbox"/> Unsatisfactory
• Leadership/Service	<input type="checkbox"/> Satisfactory <input type="checkbox"/> Satisfactory, Improvement Needed <input type="checkbox"/> Unsatisfactory
• Overall	<input type="checkbox"/> Satisfactory <input type="checkbox"/> Satisfactory, Improvement Needed <input type="checkbox"/> Unsatisfactory

PEER REVIEW COMMITTEE COMMENTS
Teaching
Scholarly/Creative Activity
Leadership/Service
Overall

DEPARTMENT HEAD COMMENTS
Teaching
Scholarly/Creative Activity
Leadership/Service
Overall

Peer Review Committee Representative

Date

Department Head

Date

Professional Achievement Award (PAA)

- **Purpose:**
 - To provide salary enhancements within rank, and
 - To reward and encourage faculty performance.
- **Who:**
 - Tenure and tenure-track faculty
- **When:**
 - Beginning of the fall semester

What is a PAA?

- Salary Enhancement (\$2,000-\$2,500)
 - Permanent addition to base salary
 - Independent of COLA
 - Independent of rank promotion

How is a PAA Earned?

- A faculty member reports annual activities (=Annual Professional Achievement Record) that meet predefined performance standards (**=Department Criteria**) in:
 - Teaching (6 pts.)
 - Scholarly/Creative Activities (6 pts.)
 - Service/Leadership (6 pts.)
- Accumulate 36 points

Development of the Department Criteria

- Activities defined and points assigned
 - Department tenure and tenure-track faculty members
- Review and approval process
 - Departmental Peer Review Committee
 - Department Head
 - College Committee
 - University Review Committee
 - Provost

Department Criteria

Department _____ Date _____

Teaching (minimum of 6 points required for PAA)
<i>Category A: Higher level contributions (3 points each)</i>
1-Develop and teach a new course
2
3
4
5
<i>Category B: Moderate level contributions (2 points each)</i>
1-> 3 different course preparations a semester
2
3
4
5
<i>Category C: Lower level contributions (1 point each)</i>
1-Participation in eLearning workshop
2
3
4
5

Scholarly/Creative Activity (minimum of 6 points required for PAA)
<i>Category A: Higher level contributions (3 points each)</i>
1-Peer-reviewed presentation at national/international conference
2
3
4
5
<i>Category B: Moderate level contributions (2 points each)</i>
1-Peer-reviewed paper published in state journal
2
3
4
5
<i>Category C: Lower level contributions (1 point each)</i>
1-Non-peer reviewed conference presentation
2
3
4
5

Leadership/Service (minimum of 6 points required for PAA)	
<i>Category A: Higher level contributions (3 points each)</i>	
1-Officer on board of national/international professional organization	
2	
3	
4	
5	
<i>Category B: Moderate level contributions (2 points each)</i>	
1-Faculty Senate representative	
2	
3	
4	
5	
<i>Category C: Lower level contributions (1 point each)</i>	
1-Chair of standing department committee	
2	
3	
4	
5	

Department Faculty Support: Teaching Criteria											
Activity	Yes	No	Abstain	Activity	Yes	No	Abstain	Activity	Yes	No	Abstain
A1				B1				C1			
A3				B3				C3			
A3				B3				C3			
A4				B4				C4			
A5				B5				C5			

Department Faculty Support: Scholarly/Creative Activity Criteria											
Activity	Yes	No	Abstain	Activity	Yes	No	Abstain	Activity	Yes	No	Abstain
A1				B1				C1			
A3				B3				C3			
A3				B3				C3			
A4				B4				C4			
A5				B5				C5			

Department Faculty Support: Leadership/Service Criteria											
Activity	Yes	No	Abstain	Activity	Yes	No	Abstain	Activity	Yes	No	Abstain
A1				B1				C1			
A3				B3				C3			
A3				B3				C3			
A4				B4				C4			
A5				B5				C5			

Department Peer Review Committee Chair

Date

Department Criteria Final Review

The attached Department Criteria are recommended by:

_____	_____
Department Peer Review Committee Chair, as representative of The Department Peer Review Committee	Date

_____	_____
Department Head	Date

_____	_____
Dean of College, as representative of the Dean and Department Heads Committee	Date

_____	_____
University Review Committee Chair, as representative of the University Review Committee	Date

The Department Criteria are approved by;

_____	_____
Provost	Date

PAA Process

- Faculty member prepares and submits Professional Achievement Record
 - Annual
 - Cumulative
- Activities and points validated by:
 - Department Peer Review Committee
 - Department Head
 - Dean
 - Provost
- Bonus points (5)
- Carry-over points

Annual Professional Achievement Record

Name _____

Year _____ Department _____


<u>Teaching</u> (minimum of 6 points required for PAA)	
<i>Category A: Higher level contributions (3 points each)</i>	
EXAMPLE: Develop and teach a new course _____	_____
_____	_____
_____	_____
<i>Category B: Moderate level contributions (2 points each)</i>	
EXAMPLE: Substantial revision of an existing course _____	_____
_____	_____
_____	_____
<i>Category C: Lower level contributions (1 point each)</i>	
EXAMPLE: Attend a workshop on new teaching techniques _____	_____
_____	_____
_____	_____
<i>Uncompensated Teaching Overload Credit</i>	
_____	_____
_____	_____
Subtotal	_____

<u>Scholarly/Creative Activities</u> (minimum of 6 points required for PAA)	
<i>Category A: Higher level contributions (3 points each)</i>	
EXAMPLE: Acceptance in professional exhibits _____	_____
_____	_____
_____	_____
<i>Category B: Moderate level contributions (2 points each)</i>	
EXAMPLE: Reviewer of manuscripts for a professional journal _____	_____
_____	_____
_____	_____

Evaluators

Peer Review Committee Representative **Date**

Comments:



Department Head **Date**

Comments:



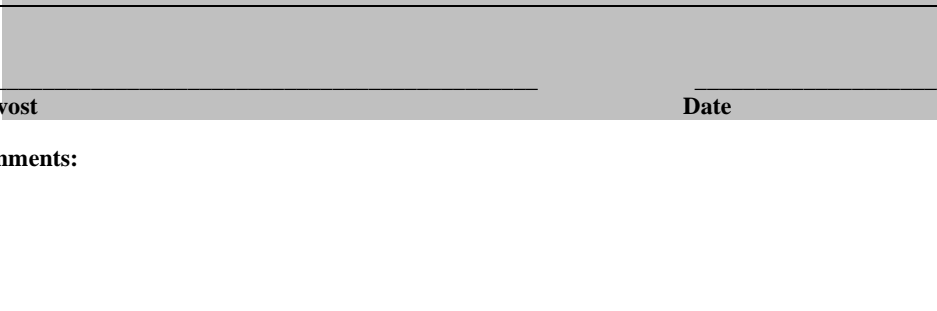
Dean **Date**

Comments:



Provost **Date**

Comments:



Spring Tasks and Deadlines

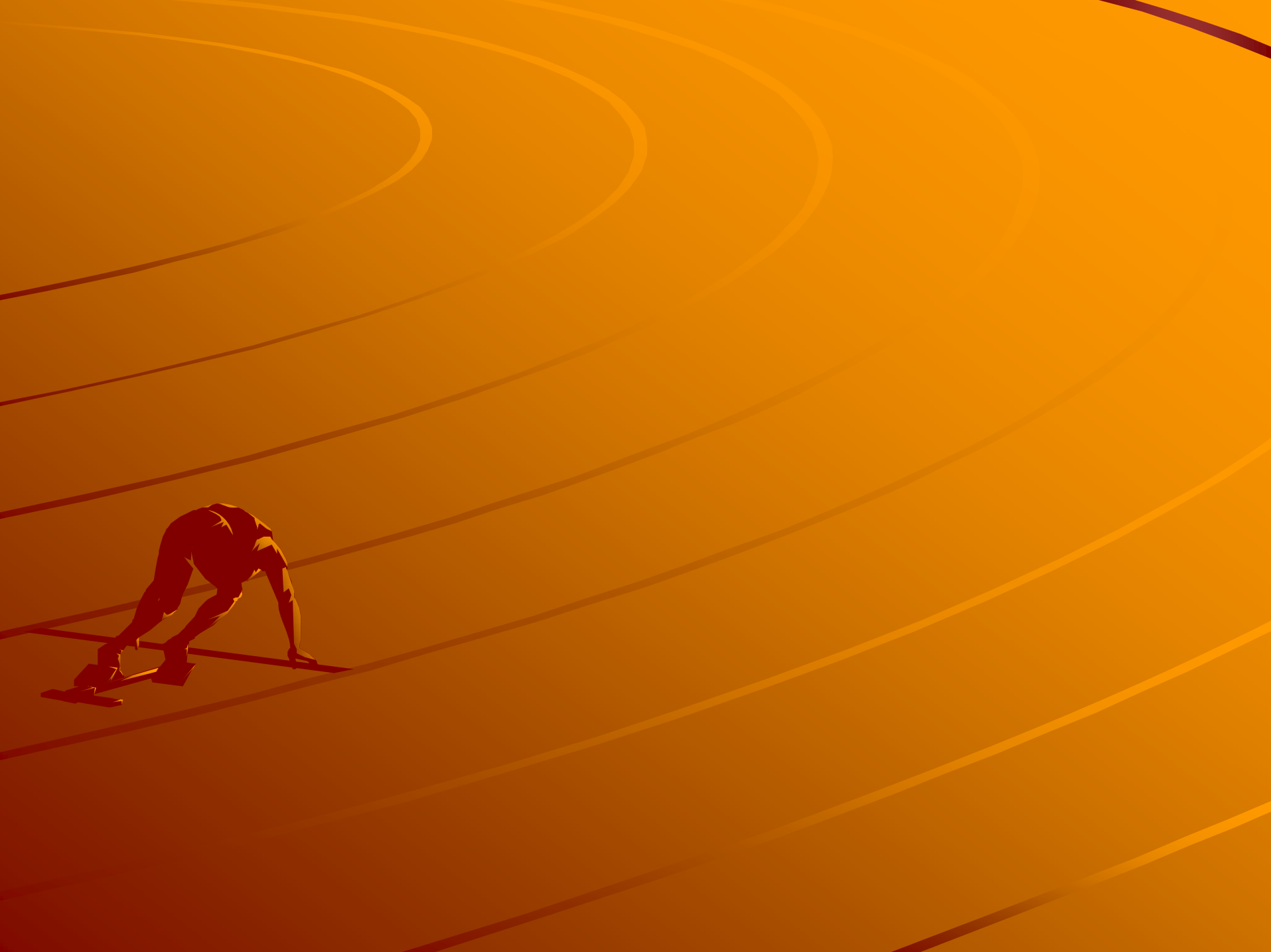
- Create Department Peer Review Committee
 - Written description of selection of membership and chair
 - Narrative posted on RamPort
- Develop Department Criteria
 - Written minutes of meetings are required
 - Faculty vote of support/no support on each criterion is required
 - Deadline: February 1st
- Review process
 - Department Peer Review Committee (February 15th)
 - Department Head (February 29th)
 - College Review Committee (March 21st)
 - University Review Committee (April 11th)
 - Provost
- Approved Department Criteria posted by May 9th

Fall 2008

- Annual Faculty Performance Evaluation
- Annual Professional Achievement Record
- Due by 3rd Friday of the semester

RamPort Documents

- Procedures and Policy Documents
 - Annual Faculty Performance Evaluation
 - Professional Achievement Award
 - Professional Achievement Award for Department Heads
 - Professional Achievement Award for Directors
 - Clinical Achievement Award
- Forms
 - Faculty Activity Report and Evaluation Form
 - Department Criteria Form
 - Annual Professional Achievement Report Form
 - Tenure and tenure-track faculty
 - Department Heads
 - Cumulative Professional Achievement Report Form
 - Tenure and tenure-track faculty
 - Department Heads



School of Nursing and Allied Health

- ◆ Final proposal submitted December 21, 2007
- ◆ Initially: Nursing & Physical Therapy
- ◆ Coupled with legislative line item request for *Center for Rural Health*
- ◆ Follow-on: Health and Wellness, Health Care Administration
- ◆ Moving towards “College of” status later in 2008



College Webpage

- ◆ www.sci.angelo.edu
- ◆ Administrative resource page
- ◆ Not externally linked
- ◆ Data archive
- ◆ Need to add programmatic and department links
- ◆ Will feed into SACS



Curricular Changes

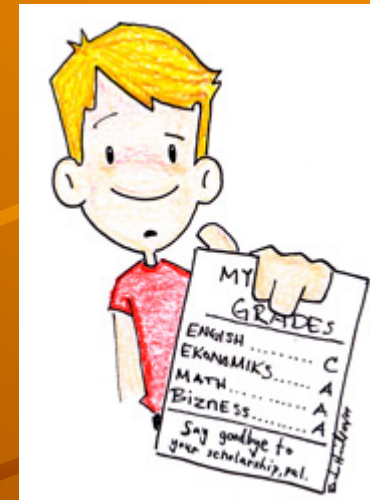
- ◆ Upper Division requirement to 45 hours
- ◆ Residency: 24 of the last 30 hours at ASU
- ◆ New Core: Programs select 6 of 9 optional hours
 - 3 hrs communications
 - 3 hrs computer literacy
 - 2 hrs lab science
 - 1 hr physical activity
- ◆ Fall 2008 implementation

Curricular Changes

- ◆ 120 hour degree plans due by March 1st.
 - 36 hours of mandated Core Components
 - Competency ≠ Courses
 - Ergo, removing course does not remove requirement
 - FC3 will be reconstituted in spring
- ◆ Your chair will be chatting with you about *Student Learning Outcomes*
- ◆ Implications for enrollments in 3+3 science classes
- ◆ Implications for selecting a catalog for graduation

E dos mas cosas...

- ✦ Effective August 7, 2008:
 - Grades from Transfer Coursework will not be included in GPA calculation.
 - Grade Replacement: Only ASU courses will be accepted for Grade Replacement Policy.



Funding



- ◆ Accelerated Budget Cycle
 - FY09 requests due 1/28
 - All new requests must include strategic rationale
- ◆ College of Sciences got 39% of HEAF
- ◆ College of Sciences will get 55% of new Institutional Research pot
- ◆ Major extramural grants: Nursing, Agriculture.
- ◆ Major submissions: Biology, Chemistry & Biochemistry



Where do we go....



- ◆ DRAFT: "The vision of ASU is to cultivate a culture of economic, scientific and intellectual literacy with an emphasis on collaborative leadership, adaptability to change and the values of hard work, lifelong learning, and personal responsibility."

Is this vision implemented in your worklife?