

## Declaration of FY2006 Departmental Initiatives

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<p style="text-align: center;"><b>Accounting and Information Systems</b></p>	<p>Change the Computer and Information Systems major to a Management Information Systems major.</p>	<p>Department faculty will develop the curriculum and determine the courses needed for the change. The CIS Advisory Committee reviewed the tentative proposal in April 2005, and they are very receptive. The changes will be made and approved by December 2005. Transition to the MIS major will be made during the 2005-2006 academic year with complete change by fall 2006.</p>
	<p>Complete the new 150-undergraduate accounting major program and incorporate forensic accounting and QuickBooks into the program.</p>	<p>The accounting faculty will complete the 150-hour undergraduate curriculum by including curriculum changes recommended by the CPA examination requirements. QuickBooks will be incorporated into Financial Accounting and curriculum will be developed in the area of forensic accounting.</p>
<p style="text-align: center;"><b>Agriculture</b></p>	<p><u>Program Advertisement and Student Recruiting</u>. This initiative continues from the previous year to strengthen future student program enrollments.</p>	<p>The department chair will coordinate this initiative with input and participation of various faculty and staff. OOE and Endowment resources will be utilized to support development and distribution of additional promotional materials to high schools and community colleges, including printed enlargements of the departmental promotional ad. Funding also will be used to support travel for recruiting efforts. Changes in the number of departmental majors, over time, should reflect the effectiveness of this initiative.</p>
	<p><u>Instructional Facilities and Resource Upgrades</u>. Changing environmental regulations require modification to existing waste management systems on the Farm to reissue operating permits. Also, analytical equipment will need to be acquired to support new course development, and to introduce new technology into existing classes.</p>	<p>Kansas Department of Health and Environment personnel, and USDA NRCS staff, will propose changes in the waste management structures at the dairy and swine facilities to comply with current regulations. Applications for cost-share funding to perform physical facilities modifications will be submitted to appropriate federal agencies. Farm operating funds will be budgeted to assist with completion of the necessary work. Successful completion of this initiative will occur when a new waste management operating permit is issued for these facilities.</p> <p>The procedure for instructional equipment acquisition will involve faculty submission of equipment purchase</p>

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		requests to the department chair. Requests will be prioritized based on program application and budget availability. Sources of funding will include OOE, Endowment accounts, and action plan allocations. Utilization of individual equipment in the classroom will reflect progress toward satisfying this ongoing initiative.
<b>Allied Health</b>	Obtain continued accreditation status of the associate degree radiography program sponsored by FHSU through the Joint Review Committee on Education in Radiologic Technology.	This initiative will require completion of the application and self-study report based on the Standards for an Accredited Educational Program in Radiologic Sciences. Recent progress reports resulted in reduction of an 8 year award to a period of 5 years resulting in the next review to begin 2006. The program faculty will develop a strategy and implement the development of the application materials and self study report for submission in December 2005. The anticipated site visit is scheduled for June 2006. The program faculty, RT Program Director, and Chair will be responsible for this initiative.
	Review and modify radiologic technology imaging curriculum to align with the American Registry of Radiologic Technologist recent changes in content outline for the national registry.	Program faculty, in cooperation with the Radiologic Technology Program Director, will develop a systematic strategy for review of the radiography curriculum to implement recent revisions of the national registry content outline. Additional feedback may be collected from primary stakeholders in regard to these changes. Primary emphasis will relate specifically to the digital imaging and PACS components and to ensure equitable learning experiences for all students. The program faculty, RT Program Director, and Chair will be responsible for this initiative.
<b>Art</b>	Add online course(s) in interior design to our roster of Virtual College courses. In addition, develop a certificate program, after concept discussions with interior design faculty, in interior design.	RESPONSIBLE PARTY: Dept. Chair and Interior Design faculty member. RESOURCES REQUIRED TO ACCOMPLISH: Course development cost at Virtual College. SPECIFIC MEASUREMENT PLAN: Course added to Virtual College catalog, certificate program approval.
	Recruiting and Relationship Proposal. Department Chair will adopt a plan to personally visit all high school and community college art departments in our constituent area. We are very aware of the heightened importance of	RESPONSIBLE PARTY: Dept. Chair and Recruiter, Leland Powers. RESOURCES REQUIRED TO ACCOMPLISH: Adjunct faculty to cover two course loads in Spring and Fall 2006.

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	recruiting and of re-establishing a more personal touch to our relationship with feeder school programs.	SPECIFIC MEASUREMENT PLAN: New freshmen enrollments in Fall 2006 and Fall 2007.
<b>Biological Sciences</b>	Development of ideas for the Cadaver lab	\$250,000 needed and plan must be developed.
	Development of instruments for soils research	\$75,000 plan underdevelopment.
	Development of Grassland Plant Ecologist position	Department needs a replacement position
	Development of proposal for participation in the Bioscience Initiative	The Department has a unique combination of skills and excellent access to lands. The Department requires time and seed money.
<b>Chemistry</b>	Increased Efficiency in CHEM 120L and CHEM 122L. Our largest chemistry lab courses, CHEM 120L and 122L, currently suffer from certain inefficiencies, especially in regard to assessment. Improvements in direct data acquisition (see above FY2005 Quality Initiative 1) should help to improve efficiency, and refinements in lab procedures and lab report formats are the next logical step in this direction. The ultimate goal is to drastically reduce turn-around time in completing lab procedures and in returning graded lab reports, giving students more useful and timely feedback and increasing student satisfaction.	Dr. Jim Hohman will work with the instructors for CHEM 120L and 122L to outline and begin implementation of changes in lab procedures and lab report formats. Where possible, increased use of computerized sections of lab reports, and automatic computer checking and comparison of data, will be carried out in the effort to reduce subjective assessments of results. Reductions in quantities of chemicals used will also be examined as a means of increasing time efficiency during lab periods. Time needed for completion of experiments and grading of reports will be measured to assess this initiative.
	Combined Advanced Laboratory Course Proposal Development. Among the recommendations made by the chemistry consultant brought in by the department two years ago (Action Plan F3 CHEM 01 E03) was to increase the number of upper-division laboratory hours for chemistry majors. Simply adding one or more advanced lab courses to the major requirements is not a viable option, but if lab course topics currently connected with two or more advanced lecture courses were combined the number of hours could be adjusted satisfactorily. Furthermore, combining of lab course topics could free up hours that would permit majors to engage in research, another of the consultant's recommendations.	Dr. Jim Hohman will solicit suggestions from instructors of advanced chemistry courses (particularly CHEM 634, 656, and 666) regarding topics to be made part of the new advanced lab course. Plans for this course would also be developed only after input from instructors of lab courses that might no longer be required for majors, such as CHEM 632L and 662L. Matters of both pedagogy and practicality will be considered, as will a number of different permutations of lab course topics to be combined. Measurement of this initiative will be by the submission of one or more course change proposals, and possibly a new course proposal.
<b>Communication Disorders</b>	To return the faculty to full staffing with the appointment an Assistant Professor and Assistant/Associate Professor with areas of expertise in the areas of fluency, articulation/phonological disorders, counseling in communication disorders, language development and disorders, and/or adult neurological disorders.	All faculty will be involved in recruitment  Faculty will discuss the possibility of hiring individuals with master's degrees in speech-language pathology to continue their education.

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		Chair will develop a staffing plan to cover courses during the 2005-2006 academic year: Visiting professor to help set up bioacoustic lab, teach research lab and one course; hiring of two or more individuals with master's degrees to teach undergraduate courses; discussion with Nicole Niessen regarding the possibility of teaching one undergraduate course in fall semester 2005 and one graduate level course in spring semester 2006.
	Continued work and revision of the T-MAKS, including class and clinical tracking systems, continued emphasis on formative assessments within the academic and clinical setting of student learning outcomes, and development of an electronic/Web-based system (Sample provided in Appendix D.4).	<p>All faculty will continue to be involved in the revision of the T-MAKS.</p> <p>All faculty will continue to be involved in monitoring formative and summative assessments of student learning outcomes.</p> <p>Fred Britten, Coordinator of Accreditation, and Amy Finch, Chair, will be responsible for monitoring the updates to the T-MAKS and helping to develop an electronic/Web-based system.</p> <p>Marla Staab will be responsible for coordinating the monitoring of the clinical skills section of the T-MAKS.</p>
<b>Communication Studies</b>	Faculty will develop greater knowledge of how to use technology in teaching. This will include a study of how to use mobile computing in our classes.	No New Resources. Department chair will monitor use of the computer lab. Faculty will be encouraged to attend CTELT workshops. Workshops related to the programs unique to our department will be offered in our lab.
	Begin to develop an "electronic writing" program.	No New Resources. Journalism/Public Relations faculty will work on the development of program to create a program which focuses on the convergence of print and electronic reporting. The goal will be to develop a program which enhances student appeal and learning in the journalism area.
<b>Economics and Finance</b>	Develop a survey for ECFI Alumni.	<p>Send out a survey to ECFI alumni who graduated 4-5 years ago and 9-10 years ago to determine what kinds of skills they need for their current jobs (e.g., more quantitative skills, soft skills).</p> <p>Responsible Party: Chair and Faculty</p>

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	Develop Virtual MBA courses.	Appropriate faculty will develop MBA courses that will be a part of the new Virtual MBA Program.  Responsible Party: MBA Faculty
	Focus on research efforts of faculty.	Assist faculty in meeting research goal of two publications every five years.  Responsible Party: Chair and Faculty
<b>Educational Administration and Counseling</b>	Complete self-study report for submission to CACREP for Counseling accreditation, host team. Community Counseling and School Counseling programs will become accredited.	Chair of the department, Dr. Carla Hattan, Academic Leader of the Counseling Program, Dr. Jan Stalling, consultant for self study preparation counseling faculty. Cost is approximately \$6000, measurement will be successful accreditation.
	Utilize the Curriculum Mapper software as a focus for the review of educational administration curriculum.	Chair of the department, educational administration faculty, especially Dr. Regi Wieland, who has the training to lead the process.
<b>English</b>	The English department recognizes its MA program to be a strength and wishes to build on that strength by reviewing and improving the program—especially with an eye on increasing the number of traditional MA students (7 for FY05, compared to 18 in our In-Service MA). Possible tasks include reviving the thesis option, revising the graduate exam, updating the MA section on the website, and updating the MA brochure.	The English department's graduate committee will undertake this task with the input and cooperation of the department chair and the department's webmaster (Brad Will). Success will be measured by completion of the tasks mentioned in the left column—and by an increase in the number of traditional MA students in our program.
	The English department will increase the number of faculty involved in service-learning, and the number of students benefiting from such experiences in their English courses.	The department chair will be responsible for encouraging and supporting faculty interested in service-learning—especially through Action Plan funds already secured for faculty designing new service-learning components for their classrooms, and through meetings scheduled with faculty who are working on service-learning initiatives (Sharon Wilson, Brenda Craven, Linda Smith, and Lexey Bartlett).
<b>General Studies</b>	Affinity Diagrams	The Center for Interdisciplinary Studies in cooperation with the Dean of Arts and Sciences will develop affinity diagrams for each of the Chinese BGS degree concentrations.
	Assessment Plan	The Center for Interdisciplinary Studies in cooperation with the Dean of Arts and Sciences will develop an

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		assessment plan for the BGS degree.
<b>Geosciences</b>	The department will focus on AQIP criterion 1, Helping Students Learn. Student exit surveys suggest the need to review our curriculum and course content. The specific AQIP focus will be 1P8 (monitoring the currency and effectiveness of the curriculum).	The department will establish two committees, one in geology and one in geography, to review curriculum and provide a report on scope, sequence, and actions needed to obtain desired results. From this plan actions will be implemented for the 2006-07 year.
	The department will focus on AQIP criterion 1, Helping Students Learn. The AQIP focus will be 1C3, (integrating technology within the formal instructional context).	The department will take part in the University's goal of developing a mobile computing environment by testing mobile computing in geosciences classes. .Key performance indicators will include pedagogical applications, improvement in communications applications, productivity applications, student satisfaction, and attendance at CTELT mobile computing workshops. Reports on each of these indicators will be submitted in June 2006.
<b>Health and Human Performance</b>	Development and publication of Graduate Project Guidelines and Theses Development Guidelines for use by students and faculty within the department	Dr. Shepherd and Dr. Kandt will develop and submit to the faculty for input and review of the guidelines. Complete for use during 2005-06.
	Revision of the teacher education option within HHP. This will include a revision of the HHP core for teacher education and the course requirements in the area of concentration.	Dr. Sedbrook will develop the proposal and submit to the curriculum committee for review, then the HHP faculty for comment before proposing to education.
<b>History</b>	Recruit, train, and retain high quality faculty in the department in preparation for further transition, i.e. future retirements. As a part of this process, development an orientation process to the department beyond what the university presents during full faculty orientation.	Department Chair and, if possible, designated senior faculty member in charge of specific sub-committee to meet this objective.
	Continue to develop relevant, appropriate content assessment mechanisms. The comprehensive content exams piloted during FY04 and FY05 proved unwieldy, unworkable, and, ultimately, unsuccessful in terms of providing reliable data.	Department Chair and Department Curriculum Committee headed by a senior or experienced tenured faculty member.
<b>IDS</b>	Complete the updating of IDS 803 lectures. Continue discussion of modification of IDS 801.	IDS 803: Chris Crawford; Art Morin. Record lectures. IDS 801: Ted Schnetker, Clark Sexton, Art Morin. No additional resources necessary. Measurement: Modifications in process or completed.
	Complete digitalization of material for IDS 802. Dr. Crawford is revising the book he wrote for IDS 804.	IDS 802=Jodie Wear-Leiker. No additional resources necessary. Measurement: Complete digitalization.

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		IDS 804=Chris Crawford. No additional resources necessary. Measurement=Revised book is published.
<b>Information Networking and Telecommunications</b>	Improve the quality of on-line networking and telecommunications courses using NetLab, adding additional media rich content and creating Voice of Internet Protocol (VoIP) remote lab exercises.	The NetLab equipment arrived in the late summer of 2004. Faculty began implementing it into the Internetworking course series and INT 685 Fundamentals of Network Security. As faculty have learned more about this tools' capabilities, more exercises, demonstrations and interactions can be added for FY 2006. Articulate Presenter will provide a new and effective tool for adding media rich content. INT faculty also intend to video record additional lectures over key topics for video streaming. With the help of a Federal Grant and Nex-Tech, INT faculty will begin to develop VoIP labs in the Fall 2005 semester. Additional resources will be needed to sustain this effort as NetLab's annual subscription fee is in excess of \$2500. Other software updates are also critical on an annual or biannual basis.
	The INT faculty have examined the survey of student engagement and have agreed to identify additional opportunities to use recognized student engagement tools.	All INT faculty will develop greater awareness and understanding of student engagement tools. The faculty will seek appropriate opportunities to effectively add additional engagements in classroom and service activities. These activities will not generally require more resources. Some are more time intensive for the faculty member than less engaging teaching techniques.
	The INT faculty have recognized "convergence" as a founding characteristic of the INT Department. Today, this term is used in two ways that are highly relevant to INT. 1) the convergence of transmission methods via a broadband pipe; and 2) convergence of types of media – including video, web, and print. The INT Department will begin a process of planning and implementing a multi-disciplinary approach in preparing media content professionals in collaboration with the Communications Studies, and English departments. The INT Department will also explore means of evolving FHSU student publications/media to the convergence of video, web, and print.	The Department Chair and Media Studies faculty will lead this campus effort in planning and potentially implementation of both academic and service/student organizational opportunities for students in converged media.

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<b>Leadership Studies</b>	Recruit on-campus students for the Leadership Certificate Program and Minor.	Department Chair, Office Manager, and the Student Recruitment Coordinator will develop and implement a comprehensive on-campus recruitment program.
	Implement new undergraduate curriculum.	Several initiatives will need to be accomplished in this academic year to implement the new undergraduate curriculum. They include: Seek approval from COBL; Seek approval from Asst. Provost; Faculty develop new coursework; Develop transition strategy for current students and the Registrar's office; Submit new coursework to Faculty Senate; Faculty develop new and current courses (if needed) for on-line delivery; Update all departmental publications.
<b>Management and Marketing</b>	Return the faculty to full staffing with the appointment of a permanent Chair and the replacement of faculty in the areas of Production and Strategy.	<p>The Dean will conduct the search for a permanent Department Chair. The department faculty will participate as search committee members.</p> <p>The Interim Chair will act as the Chair of the two faculty search committees. Departmental members will serve as search committee members.</p> <p>Financial resources will be needed from the department and administration for the search and hiring process.</p> <p>Filled positions will be the measurement of success.</p>
	Repeat the excellent year we had in the area of Scholarship. Publish 4 articles in refereed journals, and have 100% of the department participate in presenting or publishing in refereed proceedings.	The faculty will be responsible for initiating the work for this goal. There will be departmental administrative support and graduate student support. The measurement will be the number of publications.
<b>Mathematics and Computer Sciences</b>	Improve University wide advising regarding the use of ACT's for College Algebra.	Dr. Ron Sandstrom will be responsible for developing a success/failure rate student of AY05 College Algebra students in regard to the students ACT math and science scores as well as whether or not the students have taken a remedial course.
	Develop more on-line courses in computer science and more courses whose content deals with computer forensics.	Drs. Zeng and Wang will be responsible for developing said courses.
<b>Modern Languages</b>	Develop Spanish III for VC.	Paul Siegrist. Course will be offered in Spring 2006.
	Collaborate with the History Department to develop a	Amy Young and Kim Perez, Department of History.

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	spring break study abroad trip to Germany, Austria and the Czech Republic.	\$4000. Projected for spring break, 2006.
	Offer face to face and prepare an online version of MLNG 112: Great Works in Translation: Modern German and Austrian Writers.	Amy Young will teach course in Spring 2006 and develop online version to use in subsequent semesters. Resources needed for faculty to teach one German course.
	Gain approval of restructuring of basic language course sequence to go to two five-hour classes instead of a three-course sequence.	Evie Toft. No additional resources anticipated. To be implemented in Fall 2006.
	Student tutors for beginning language courses in all programs.	Evie Toft will supervise student tutors. Salaries funded by SGA. Record of number of students served will be kept.
	Finalize new program and department brochures.	Evie Toft will work with Academic Marketing to make available new brochures for recruitment and retention of students. Some additional resources will be needed.
	Formation of departmental scholarship committee to formalize a procedure to award scholarships to outstanding majors	Department will work as a committee of the whole to accomplish this.
	Revitalize the Spanish Club.	Spanish section will work on this. No new resources required.
<b>Music</b>	Develop architectural program statement for expansion of Malloy Hall.	The band area of the department has grown beyond its originally designed space requirements and is in need of an improved instrumental rehearsal facility (Malloy #126). The department is in need of faculty office space, a percussion studio, and recording studio space with better sound isolation. The department is consulting with Carroll Haggard and Dana Cunningham about facility improvements needed in Felten-Start Theatre, as well.
	Develop courses through the Virtual College to support state licensure needs.	The department chair will consult with key faculty in the coming year about developing Virtual College sections of courses needed by students desiring state licensure in music education.
<b>Nursing</b>	Helping Students Learn	<p>Service Learning-we plan to identify and investigate possible opportunities in the American Democracy Project and Service Learning in the Nursing Curriculum and will begin to implement service learning.</p> <p>PDA implementation-we have purchased faculty PDAs this summer and will have in-house inservice on usage</p>

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		<p>this summer.</p> <p>Course updates with <i>articulate</i> or <i>tegrity</i> software. Several faculty have attended the sessions to learn about this software.</p> <p>Implement new MSN program</p>
	Measuring Effectiveness	<p>Enrollment management- We are planning to do an analysis with strategies to manage burgeoning enrollment, and the impact on gen education and other departments as well as nursing. This includes attendance at the fall Regents/KSBN sponsored workshop on enrollment management.</p> <p>Resources needed to deliver high quality education in the DON will be evaluated.</p> <p>Retiring faculty-impact of retiring faculty over the next 5 years. Identify faculty wishing to pursue PhD-explore funding options</p>
Philosophy	Require more substantial writing assignments of our students in upper-division major courses.	<p>Description: The centerpiece of our departmental assessment strategy is the senior thesis. In FY2005 we discussed at some length our perceptions of the strengths and weaknesses of our seniors as we guided and oversaw their progress on these theses. We drew the conclusion that we need to require more large-scale writing assignments of them before they reach that stage. We are therefore agreed to address this need by requiring that at least many of our courses for majors should require a substantial term paper, and at present we are discussing exactly which courses these should be.</p> <p>Implementation: Prior to the first day of classes for Fall 2005, we shall have agreed to a list of which courses offered in that semester should require a substantial term paper. (This will allow us to include this requirement in the syllabi.) Then, during the fall semester, we will arrive at an ongoing principle or list of courses to guide us in the</p>

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		<p>future.</p> <p>Measures of success: The measure of success is the extent to which our seniors produce good theses without the multitude and magnitude of false starts and growing pains that now typify the process.</p> <p>Responsible party: Stephen Tramel</p>
	<p>Remake the Virtual College version of MLS core course IDS 801 (Continuation of an FY05 Initiative).</p>	<p>Description: Virtual College courses need in general to be updated and remade from time to time, and this particular MLS core course is still being offered in its original form as developed in the late 1990's. During that period of time, its companion course, IDS 802, has been remade twice, and the other two MLS core courses, IDS 803 and 804, have been significantly improved at least once. Both ongoing course evaluation and fresh ideas about how IDS 801 might further contribute to the quality of the MLS core point the direction for the needed changes.</p> <p>Implementation: Dr. Clark Sexton will continue his work toward producing a suitable revision of this course. We hope to finish this project in 2006.</p> <p>Measure of success: Success is judged by whether the new version of IDS 801 responds appropriately to the results of course evaluation of the older version and takes proper advantage of the new ideas about how this course might make a strengthened contribution to the quality of the MLS core.</p> <p>Responsible party: Stephen Tramel.</p>
	<p>Create Virtual College version of general education and major course PHIL 340 (Continuation of an FY05 Initiative).</p>	<p>Description: The department has agreed to take the necessary steps to create an on-line major program. To the three major-program courses already available through the Virtual College, one or two new Virtual College courses will be added per year until a full program is available on line. The first of the new courses to be developed will be PHIL 340: Introduction to Ethics.</p>

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		<p>Because this is also a General Education course, its development will be helpful to the university in other ways as well.</p> <p>Implementation: Dr. Paul Faber will create a Virtual College version of PHIL 340 by the end of 2006.</p> <p>Measures of success: The usual measures for assessing course quality will be used to determine success.</p> <p>Responsible party: Stephen Tramel.</p>
<b>Physics</b>	Mobile Computing	Zdeslav Hrepic, Gavin Buffington and Ken Trantham will each incorporate the use of tablet PC's in one course. This will require that tablets with suitable software (minimum of 6) are available for student use. The specific measurement plan will be determined by the performance agreement between the provost and the department of physics.
	Student Response System	The use of a student response system will be incorporated in the teaching of physical science for elementary education teachers, telecommunication electronics and statics. No resources are required as the one response system was purchased by the department and another with funds from Paul Adams' grant. The response to TVAL questions related to the use of technology and student comments will be compared to the results from the previous year. The individual faculty will be responsible for these comparisons.
<b>Political Science</b>	Develop mobile computing use in teaching Political Science classes. Performance Agreement will be entered into by Department with the Office of the Provost.	Chair will be responsible party. Provost's Office will provide two more mobile computers to those faculty who do not have one. Department faculty will develop pedagogical communication and productivity applications during 2005-2006 academic year.
	Restore Public Administration faculty position to tenure-track status. Three years of temporary one-year faculty have not permitted development of undergraduate or graduate programs in Public Administration.	Chair will be the responsible party. Several thousand dollars to improve the salary line. Success will be measured by hiring a tenure-track faculty member.
<b>Psychology</b>	Devise a plan for student recruitment (continuing goal	Responsible parties:

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	from AY 05).	<p>UG Recruitment (Land, Smith) GR Recruitment (Olson, Duvall, Nassif)</p> <p>Resources needed: *Faculty time *\$ to print UG and GR brochures (\$300) *Phone tolls *Xeroxing for survey *Help of web expert (hopefully our in-department webmaster can make changes, with help from other on-campus resources) *Student time for recruiting efforts</p> <p>UG Plans: *Continue to make contacts with more community college and high school psychology teachers *Finish new brochure *Consider whether to have a "Psychology Day" for high school students *Make changes to already piloted survey on why students choose a psychology major, give the survey to psych majors, use knowledge gained *Consider using Instant Messaging and other technologies in recruitment * Continue and expand the involvement of current students in recruiting</p> <p>GR Plans: *More work is planned on the graduate program portion of the psychology web site (on internships, practica, creation of a web blog; buddy program, etc.) *Work on a better brochure, using university template</p>
	Devise a system of assessing student learning outcomes (continuing goal from AY 05).	<p>Responsible parties: Assessment Committee (Hayes, Marrs)</p> <p>Resources needed: *Faculty time *Perhaps already existing tests of knowledge in different psychological discipline</p>

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		<p>Plans: To revise the two assessments already developed and piloted (see info in AY 05 Quality Initiatives), and to create a new objective test of learning outcomes based on the courses in the new curriculum (the old test was discontinued by the previous department chair several years ago).</p>
	Create a document detailing criteria for tenure.	<p>Responsible parties: Committee (to be selected).</p> <p>Resources needed: *Other psychology department tenure plans, from similar institutions, for information *Faculty time</p> <p>Plan: Committee will draft proposed plan; faculty as a whole will revise and finalize.</p>
<b>Sociology</b>	Redesign electronic brochure which is sent to all prospective students to include both personal letter and basic information on how to do online classes.	Chair will redesign brochure with input of faculty and Administrative Assistant will prepare it to be sent to perspective students.
<b>Sociology</b>	Increase sections of online classes to accommodate growth in virtual college population.	Chair will contact existing adjunct faculty regarding increasing their offerings and possibly recruit additional adjuncts to insure availability of basic core courses for Spring 2006.
<b>Social Work</b>	Recruit more Hispanic students to Social Work Program, develop field practicum sites in agencies serving a significant Hispanic client population and develop close working relationships with key members of Hispanic community.	The practicum director and one Social Work faculty will make the contacts necessary to accomplish this initiative in Fall 2005.
<b>Social Work</b>	Develop a brochure which emphasizes the "three-semester on campus" feature of the Social Work program and distribute it to Kansas community colleges.	The Director of Social Work will work with marketing specialist to develop materials and will personally call the Social Service faculty at Kansas community colleges to recruit for program.
<b>Special Education</b>	Development of Early Childhood Unified Program	Department Chair, Faculty: special education & teacher education, cooperative effort between departments, consultation from ECHO, KSDE.

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	Development of ESOL option for SPED degree.	Department Chair & SPED faculty, review and development of necessary coursework, consultation from Graduate School.
<b>Teacher Education</b>	The Teacher Education Department will participate in a pilot program to develop best practices for the use of laptop computers in delivering curriculum/instruction to teacher education candidates in the Elementary Education program during the 2005-2006 AY. The Teacher Education faculty will collaborate with personnel from USD 489 in this pilot effort.	The Teacher Education faculty will be issued 5 Apple laptops and 5 PC laptops to use in designing curriculum and to deliver instruction to students in the Elementary Education program. The students in the program will have access to both Apple and pc laptops through the COET Instructional Resources Center (IRC). Detailed assessment of the efficacy of the use of both kinds of laptops will be documented through the year.
	The Teacher Education Department will engage in a number of initiatives to expand the delivery of the Elementary Education program to more outreach students through the Virtual College. The following projects will be undertaken by the department with the support of the Virtual College and other academic units: a) the department will explore the possibility of delivering the Elementary Education program to Fort Riley, with the support of a community college to provide the general education credits; b) the department will continue exploring the possibility of delivering the Elementary Education program to students in the Salina area if the Colleges of Arts and Sciences and Health and Life Sciences will deliver the General Education curriculum online; c) the department will explore the possibility of offering elements of a program or an entire program in Elementary Education or Reading Specialist to international students in China, Turkey or Cyprus.	The department chair is the responsible party in this initiative. Resources required will be availability of faculty and salary to teach outreach courses on-line, face to face and through IPTV in the Fort Riley and Salina projects. The development of more on-line courses in the Elementary Education major will be necessary for international students. Travel to international sites will be necessary to finalize agreements and to set up the overseas administration of the projects. The measurement of the success of the outreach programs will be initial and continuing enrollment in the programs.
<b>Technology Studies</b>	To increase the number of Majors in the program. Both at the graduate and Undergraduate level	All faculty are involved in this initiative. We are planning on increasing our efforts in Eastern Kansas and in Colorado. This will be accomplished by designing a rotation process where by each faculty member will personally visit schools and provide leadership information to teachers and students. Resources will come from the departments OOE budget.
	To develop one new degree program and completely redo an existing program.	We plan, with the renewed interest in security to write and get approved a program in Biometrics. This will be a multi

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		<p>discipline program and the first of its kind in Kansas. Dr. Fred Ruda will take the lead in this development. At this point there will not be a need for additional funds.</p> <p>Revamping the Power and Energy program to emphasize the development of power and it application. Mr. Joe Chretien and Dr. Robert Howell will be the leaders in this endeavor with the help of the entire faculty. At this time there will not be the need for additional funds but once approved there will be need for additional course development and to equip the technology labs.</p>