

DECLARATION OF FY2005 DEPARTMENTAL CONTINUOUS IMPROVEMENT INITIATIVES

Academic Dept	Initiative
Accounting and Information Systems	<p>Initiative 1: Recruitment</p> <p>Establish a committee of faculty and students to expand the recruiting efforts in eastern and southwestern Kansas. Efforts will be made to promote the majors to community college students and high school juniors and seniors. A comparison of the number of incoming freshmen and transfer students to previous years will be made.</p>
	<p>Initiative 2: Accounting Curriculum</p> <p>In order to guarantee that accounting majors are receiving the course content required to sit for the CPA exam, accounting faculty will review the accounting curriculum. They will evaluate course offerings and course content according to AACSB standards and the AICPA 150-hour standards. The courses will be compared to accredited peer institutions. Where appropriate, new courses will be added to the curriculum and current courses will be revised.</p>
Agriculture	<p>Initiative 1: Program Advertisement and Student Recruiting Initiative</p> <p>Recent modifications to the agriculture curriculum provide a tremendous opportunity to attract students as part of the department's high school and community college recruiting efforts. These efforts will focus on outreach to more high schools than have been contacted in the past, and will include recruitment of students who can participate in the Contiguous States Resident Tuition Program from the four border states. This initiative also includes development of promotional literature and items to enhance program marketability.</p> <p>Funding will be required to support promotional material development and faculty/staff travel. Reassigned time also may be needed for faculty who will participate in this recruiting effort, although the predominant recruiters will be the livestock judging team coach/agriculture program specialist and the department chair.</p> <p>Changes in the number of departmental majors, over time, should reflect the effectiveness of this ongoing initiative.</p>
	<p>Initiative 2: Enhance Stakeholder Interaction</p> <p>The department will cooperate with several stakeholder groups (USDA, conservation districts, KS Land Improvement Contractors Assn.) to host the Kansas Environmental Enhancement Expo scheduled for September 2005. This will be a two-day educational event that will provide multiple demonstrations focused on natural resource management, conservation, and maintenance practices.</p> <p>This event will require access to University Farm property. Students, faculty (primarily Ag and Biology), and staff will directly be involved with organization and presentation for this event. Responsible parties include the department chair, faculty, and select University Farm staff.</p> <p>All cooperative agencies will be identified. A headcount of participant attendance will be taken to assess the regional impact of this event.</p>

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<p align="center">Allied Health</p>	<p>Initiative 1: Continue a strategy for improving the students' patient care skills by providing more real-life scenarios within the laboratory settings. This would help improve the clinical application of the first-year students during the clinical experience.</p> <p>The Allied Health Department strives to continue to strengthen the clinical transition of program students from the campus to the clinical environment. The department will continue the strategy of increasing the number of volunteer patients within the laboratory sessions. Providing this type of environment will enable the students to develop stronger patient care and problem solving skills earlier in the educational process to make for a stronger transition when beginning the first clinical experience. Additionally, new requirements are being implemented from the American Registry of Radiologic Technology certification organization mandating competency completion of various patient care performance objectives. The department faculty and advisory board will develop a strategy for meeting these requirements both on and off campus. The implementation of increasing patient volunteers in conjunction with meeting required patient care performance objectives will be a cooperative strategy. The department will develop the guidelines to ensure program students have real-life scenarios for positioning performance objectives as well as for the new patient care performance objectives. The Program Director and all program faculty, in conjunction with the radiologic technology program advisory board, will be responsible for implementation.</p> <p>Initiative 2: Increase marketing opportunities for the Department of Allied Health with implementing more current information and improving the overall layout and content of the department web page.</p> <p>Web page review and revision for updates of current curriculum and program information for marketing: The department faculty, in conjunction with department webmaster, provide feedback of areas for revision/update, if any, provide webmaster with appropriate materials, and update images and video clips, and material for new curriculum in Diagnostic Medical Sonography.</p> <p>Implementation: For the web page review and revision for updates of current curriculum and program information for marketing, the faculty will discuss at department meeting in early Fall to solicit any feedback regarding web page updates/revisions and provide webmaster with all appropriate materials. An anticipated date of completion will be established for early Spring 2005.</p> <p>Expected outcome: The department faculty expect an increase in potential recruitment of students for the RT program, but also for BS in MDI and BS in MDI with emphasis in ultrasound. The department will strive to increase the number of quality freshmen and transfer students attending FHSU as prospective students for the Allied Health Department programs. All department faculty and the chair will be responsible for implementation.</p>
<p align="center">Art</p>	
<p align="center">Biological Sciences</p>	<p>Initiative 1: Development of ideas for the Cadaver</p> <p>We are exploring the possibility of renovation of our cadaver lab to reduce the number of tables from eight to four. We expect the cost to be about \$250,000. The additional space will be used for research space for students and faculty. Dr. S. Christopher Bennett will be the lead faculty member for this project.</p>

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	<p>Initiative 2: Development of instruments for soils research</p> <p>We are developing a plan to enhance our ability to do soil research for plant ecology and range management. We expect the cost of this plan to be about \$75,000. Drs. Karen Hickman and Bob Nicholson will be the lead faculty for this project.</p>
Chemistry	<p>Initiative 1: Improved Direct Data Acquisition in Freshman Chemistry Labs</p> <p>Freshman Chemistry students utilize direct data acquisition, by way of probes and computer interface equipment, in some of their lab exercises to collect and process data more quickly than old-fashioned hand-recording of data. However, the software and interfaces currently used are 10 years old and no longer state-of-the-art, significantly limiting the utilization of direct data acquisition. Chemistry faculty are currently assessing new direct data acquisition systems, and will submit an Action Plan for a replacement for the system presently in use. Assuming this item gets funded, we will begin phasing in new laboratory procedures utilizing it in Spring and Summer, 2005. The department chair will collect data regarding the quality of the freshman laboratory experience in terms of the increased number of lab exercises utilizing direct data acquisition, increased turn-around-time in collecting and assessing student lab reports, and so on.</p>
	<p>Initiative 2: Program Changes Leading to American Chemical Society Approval</p> <p>FHSU is the only four-year Regents' institution that does not have an American Chemical Society (ACS)-approved Chemistry degree program. This issue is significant in recruitment, both of top quality students and of replacements for retiring faculty. An ACS consultant's report in 2003 found much to like about our degree programs, but it also enumerated a set of perceived deficiencies based on current ACS standards for approval. Review of and deliberation about this report led in FY 2004 to several proposals for curricular changes aimed primarily at enhancing the quality of our offerings for junior and senior Chemistry students. In FY 2005 we plan to weigh the relative merits of these proposals and to sketch out specific new courses and course changes that we will propose. The gradual implementation of these curricular changes will be monitored by the department chair to assess both the value added to our degree programs and the continuing progress toward ACS approval.</p>
Communication Disorders	<p>Initiative 1: To return the faculty to full staffing with the appointment of a permanent chair, a permanent appointment for the recently vacated faculty position, and faculty assistance for the assistive technology emphasis for the MLS degree.</p> <p>Resources Needed:</p> <ul style="list-style-type: none"> • Time on the part of all current faculty to participate in search • Financial resources from the department and the administration in going through successful search and hiring processes <p>Measure of Progress: Achievement will be measured by filled positions.</p>

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	<p>Initiative 2: To accurately and fully present the program for quality assessment through the CAA accreditation process by submitting application in August with site review in the Winter/Spring of 2005.</p> <p>Resources Needed:</p> <ul style="list-style-type: none"> • Continued support of administration in payment of annual accreditation fee. • Additional faculty time in fall semester to complete implementation of new certification standards and be prepared to present the evidence to site visitors. <p>Measure of Progress: Achievement will be assessed first by reviewers; faculty must then review, respond, and act upon feedback provided at each level of the process from the written report to site visitor’s report to the final CAA report.</p>
Communication Studies	
Economics and Finance	<p>Initiative 1: Support for and Participation in the American Democracy Project</p> <p>The department will sponsor several events throughout the year that are consistent with the ideas and purposes of the American Democracy Project. A summary report and evaluation will be provided at the end of the year. The first event will be a presentation, “Deflation and Recovery,” by Frank Steindl, Regents Professor of Economics from Oklahoma State University. It has been scheduled for October 28, 2004.</p> <p>Responsible Party: Chair</p>
	<p>Initiative 2: Evaluation of Student Assessment Procedures for Class Performance</p> <p>A. An experiment using a computer testing center is planned for the fall semester. B. The incorporation of digital feedback from students during class through the use of “clicker” devices will be studied and used in some classes. Orientation and training on the use of technology and software will be scheduled as available in the fall and spring semesters. C. One or more workshops on exam construction will be scheduled.</p> <p>Responsible Party: Chair and Department Faculty</p>
	<p>Initiative 3: Other Goals for the department</p> <p>A. Curriculum Review 1. ECFI 305 Managerial Finance will be evaluated. 2. Re-certification of our Financial Planning Program B. IDS 300 will be offered on-line for the first time in the Spring 2005 semester. This course will continue to be developed and modified to improve both content and delivery. C. Research efforts of our faculty will continue. Our goal is to have at least three publications accepted or published during the academic year.</p> <p>Responsible Party: Chair and Department Faculty</p>

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<p>Educational Administration and Counseling</p>	<p>Initiative 1: Increase availability of program courses to place bound students through mediation.</p> <p>Chair and faculty will increase number of ITV sites available to off-campus locations. Results will be determined by analysis of increased enrollments in affected areas. The chair will be the responsible party.</p> <hr/> <p>Initiative 2: Increase availability of program courses to students from diverse socio-economic settings.</p> <p>Chair and faculty will target additional ITV sites to make program courses available at off campus sites. Effectiveness will be determined by analysis of those targeted areas. The chair will be the responsibility party.</p>
<p>English</p>	<p>Initiative 1: Recruitment of English Majors and Minors</p> <p>Having just redesigned the undergraduate English major to offer three possible concentrations (Literature, Writing, or Teaching), the department will step up its recruitment of English majors and minors. This process will include updating our website; updating the departmental bulletin board; redesigning our brochure and distributing it to high school counselors and English teachers, prospective students, and current students in gen-ed literature and composition courses; and possibly developing a contest for high school students (with events in both literature and in writing). The department chair will, ultimately, be responsible for the completion of these projects, but a Website Committee, chaired by Brad Will and made up of four additional faculty members, will also share responsibility. Ad hoc committees will be formed to address the brochure and the contest.</p> <hr/> <p>Initiative 2: Course Development for the Writing Concentration</p> <p>Related to Initiative 1 above, the department will develop and offer new courses within the Writing Concentration of the undergraduate English major. Cheryl Duffy will develop Professional Editing, Dan Kulmala will develop Writing for Publication, Brett Weaver will develop Topics in Writing, and Sharon Wilson will develop Professional and Community-Based Writing. Because of his experience on Faculty Senate and his role as Director of Composition, Steven Trout will oversee the submittal of these courses to the Faculty Senate Academic Affairs Committee for consideration and, we hope, approval. As chair, Duffy will include one newly approved course for the Writing Concentration in the proposed schedule for Spring 2006.</p>
<p>Geosciences</p>	<p>Initiative 1: The department will institute a new colloquium series beginning with the 2004-2005 academic year. The department will invite recognized scholars in relevant disciplines of geography and geology to give presentations on their work, and will provide time for speakers to meet faculty and students informally. We expect to have two speakers (one on a geography topic, and one on a geology topic) each semester. The colloquia will be promoted on campus through email announcements, flyers, and postings on the University calendar.</p>

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	<p>Initiative 2: As a component of the College of Arts and Sciences, the department will enrich the student’s educational experience by reviewing and updating current practices associated with the Department’s culminating senior experience. This review will be done with the goal of creating an environment where students can utilize their skills to solve real world problems, and interact with experts or employers in fields of their interest.</p> <p style="padding-left: 40px;">A. Review present policies and institute any changes to the culminating senior experiences in geology and geography.</p> <p style="padding-left: 80px;">a. The culminating experience in geology is field camp.</p> <p>The culminating experience in geography is an internship in association with the larger civic community.</p> <p>Notes: The Geosciences Department initiative for the 2004-2005 academic year is to strengthen the department’s connections to the larger academic and civic community. This initiative directly addresses two of the four FHSU AQIP goals. Vital Goal 1 (Attract and Retain Qualified Students) is addressed by (1) developing connections to other institutions (high schools and community colleges) that will raise awareness of the importance of geology and geography in the modern world and promote consideration of the geosciences as a career choice; (2) creating the kind of professional network that assists students in knowing about career opportunities in the field and finding appropriate positions after graduation and (3) creating an environment in the department in which students perceive the department as state-of-the-art and interact with experts in fields of their interest. Vital Goal 4 (Improve Environment that Fosters Research, Scholarship, and Creative Activity) is addressed by (1) enhancing departmental awareness of the scholarly activities of colleagues in other departments and (2) through the developed connections, stimulating faculty and student excitement about research in the geosciences. This initiative also addresses three of AQIP’s quality criteria, specifically Criterion 1 (Helping Students Learn), Criterion 3 (Understanding Students’ and Other Stakeholders’ Needs), and Criterion 9 (Building Collaborative Relationships).</p>
<p>Health and Human Performance</p>	<p>Initiative 1: New graduate program brochure</p> <p>Develop a new graduate program brochure using the university template. Involve graduate faculty and graduate students in the design of a new brochure for recruitment of prospective graduate students. No new resources required.</p> <hr/> <p>Initiative 2 HHP Senior Seminar</p> <p>Development of a senior seminar course which includes an exit assessment regarding general knowledge within the field. Involvement of the faculty in the planning, outline and development of materials in regards to the class. No new resources required.</p> <hr/> <p>Initiative 3: Curriculum Revision</p> <p>Review and revise the core curriculum for Health and Human Performance. This is being driven by NCATE and the State Department of Education.</p> <hr/> <p>Initiative 4: Facility Space Allocation Plan</p> <p>Develop a plan for the re-purposing of space within Cunningham Hall. Purpose is to make better use of unused space and provide an increase in space allocated for laboratory and classroom development.</p>

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History	<p>Initiative 1: Review and fine-tune department curriculum in support of the MLS, i.e. offer courses <i>exclusively</i> for MLS History students.</p> <p>Measure: Number of courses created and offered in the next year (goal of two)</p> <p>Responsible Party: Chair of Department</p>
	<p>Initiative 2: Develop more support mechanisms for research and publication in the department.</p> <p>Measure: Number of reassigned time, faculty and staff development applications, external grants written/submitted. Realignment of merit evaluation criteria, Tiger Call priority, and department management mechanisms as additional measures.</p> <p>Responsible Party: Chair of Department</p>
	<p>Notes: Given the growth in the department's MLS enrollment and the need to maintain high quality on-campus programming, particularly for teacher education majors, new courses at the 800 level <i>ONLY</i> are necessary. This move, we hope, will solve two problems: preservation of 'openings' in graduate courses offered at a distance and movement of undergraduate history majors into on-campus courses. Also, Initiative (2) is in response to both growing success in research and publication in the department and the subsequent need for additional support by more faculty involved in the process.</p>
Information Networking and Telecommunications	<p>Initiative 1: The INT Department will improve its outcomes assessment. It intends to do this by: 1) Revising the pre/post test given to all majors and assessing a grade for seniors taking this test. 2) Activating a planned advisory council of alumni, industry professionals, and students. The department faculty who instruct the INT core 18 hours will revise the pre/post test. Faculty instructing the Foundations and Capstone course will administer the exam. The INT Chair will statistically analyze the results and disseminate this information to departmental faculty for discussion and potential action.</p> <p>While the Chair will have primary responsibility for the advisory council, all INT faculty will participate in identifying potential members and will interact with the council during its two annual meetings. The advisory council will include break-out sections by INT concentration.</p>
	<p>Initiative 2: The INT Department will improve its advising materials. It will do so by updating advising materials and its version of the INT catalog on its website. It will provide specific guides on the website for each major concentration and graduate students and will provide links to other university resources.</p> <p>The INT Department will experiment with one or more faculty member using Blackboard as an advising tool for emailing group emails, posting announcements, and posting advising documents.</p> <p>The INT Department will update its paper-based advising sheets used for each concentration. The INT Department faculty will seek to meet NSSE identified best practices in advising.</p>
Leadership Studies	<p>Initiative 1: E-leadership.net Initiative</p> <p>The E-leadership.net initiative is our effort to improve all aspects of our on-line degree program. (Jill Stafford, Jeff Miller, and Justin Greenleaf responsible)</p>

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	<p>Initiative 2: Review and Change Our Under-graduate Curriculum</p> <p>We are in the process of reviewing and changing our general philosophy and curriculum. Several meetings have been held with more planned. We hope to finish this project by Summer 2005.</p>
<p align="center">Management and Marketing</p>	<p>Initiative 1: Offer Virtual Management Degree</p> <p>Currently most of the courses required for a Bachelor of Business Administration in Management degree are available through the FHSU Virtual College. However, three of the five major core classes in management are <i>not</i> currently offered online. We believe that offering a virtual management degree at FHSU will attract a large pool of students, and, therefore, we need to offer the following courses online: MGT 403 – Business, Society, and Ethics; MGT 410 – Organizational Behavior/Development; MGT 404 – Organization Theory and Analysis. In addition, a new management course, Introduction to E-Business Strategy, needs to be developed for online delivery, as it will serve as the introductory course in a concentration in e-business. Measure of progress – number of courses offered virtually. Responsible party – Department Chair, MGT faculty.</p>
	<p>Initiative 2: Completion of departmental marketing plan</p> <p>A comprehensive marketing plan for the Department of Management and Marketing needs to be developed to increase the number of management and marketing majors, student participation in departmental activities, enrollment in departmental classes, and alumni participation and support of departmental activities. Measure of progress – document delivery and request to Provost’s Office for marketing funds. Responsible party – Department Chair.</p>
<p align="center">Mathematics and Computer Sciences</p>	<p>Initiative 1: Improve University-wide advising regarding the use of ACT’s for College Algebra.</p> <p>The percentage of students registering for College Algebra who do not have ACT’s or low ACT’s and ultimately are NOT qualified for College Algebra is still about 10%. Inappropriate placement puts later qualified registering students at a disadvantage. This past year most of these inappropriately placed students did not attend one of the scheduled pre-registration days; hence, they were drop-ins with incomplete records.</p> <p>The department will e-mail advisors weekly during the pre-registration process. Hopefully, the reminders will come when advisors are thinking about registration of students.</p>
	<p>Initiative 2: Improve course offerings for the new 6-9 licensure standards.</p> <p>Now that Kansas licensure standards are finalized and FHSU has requested that the KBOE approve a middle school licensure/endorsement, it is time for the department to make course proposals to the Faculty Senate. The Department will also respond with two proposals to the RFP’s that the KBOE will be making regarding having these courses be on-line.</p>
<p align="center">Modern Languages</p>	<p>Initiative 1: Online basic language classes</p> <p>Make Spanish I, II, and III available through the Virtual College. Dr. Paul Siegrist is developing Spanish I and II for online delivery in Summer 2005. The department will seek to develop Spanish III for online delivery by Spring 2006.</p>

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	<p>Initiative 2: Workforce Spanish Language courses</p> <p>Make Workforce Spanish Language courses available. Offer courses in Spanish for Medical Professionals, Law Enforcement Professionals, Social Service Workers and Educators. Keith Woodall is currently developing a course for Medical Professionals to be offered in Spring 2005.</p>
Music	<p>Initiative 1: Collaborative relationship with Tak Ming College</p> <p>The department began a new articulation agreement with Tak Ming College in Fall 2004 with the arrival of the first six students at FHSU recruited for this program. The department seeks to develop this international recruiting relationship further and offer a BGS in Music to Taiwanese students who cannot afford to come to the FHSU campus. Discussions are occurring with Lou Caplan about this curriculum.</p>
	<p>Initiative 2: Develop architectural program statement for expansion of Malloy Hall</p> <p>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.</p>
Nursing	<p>Initiative 1: Helping Students Learn</p> <p>A. Improve the quality of teaching while diminishing the redundancy of course content. Increase the TEVAL score for “student learning” section to 4.0.</p> <p>A-1. Each faculty member is establishing two measurable goals to help them improve the quality of their teaching which will be measured Dec 2004 and May 2005 [all faculty responsible].</p> <p>A-2. Resources to enhance teaching effectiveness may be needed to support faculty [Chair and faculty responsible through action plans].</p> <p>A-3. A review and upgrade of Virtual College courses offered in nursing is being considered, with the use of new technology that is available [program life committee, faculty, chair].</p> <p>A-4. Encourage the use of SIM MAN throughout the curriculum [all faculty].</p> <p>A-5. Explore the use of an electronic portfolio [program life committee].</p> <p>B. Streamline course assignments for all courses in the curriculum BSN and MSN programs.</p> <p>B-1. Review of the new curriculum in the BSN program [all faculty, program life committee].</p> <p>B-2. Complete a review of all courses to reduce excessive course assignments [all faculty; completed August 16, 2004].</p>

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	<p>Initiative 2: Planning Continuous Improvement</p> <p>A. Establish a process and procedure to assure that quality measures are gathered and analyzed.</p> <p>A-1. Request submitted to include a role of Coordinator of Quality Improvement focus within the role of a current coordinator role [chair; completed and approved].</p> <p>A-2. Training on SPSS required for administrative staff to input benchmark data [Coordinator of Quality].</p> <p>B. Establish benchmarks for the MSN program.</p> <p>B-1. Conduct a review of possible MSN benchmarks [program life committee; all faculty provide input].</p>
<p style="text-align: center;">Philosophy</p>	<p>Initiative 1: Create discussion forum for departmental faculty teaching Virtual College courses.</p> <p>Description: Already many practices and materials are in place to foster good and ever-improving teaching among the many both here and elsewhere across America who teach Virtual College courses for the department. We make available best-practices materials, continually share advice from more veteran teachers with less experienced teachers, maintain constant contact about course-administrative details, and have a mentoring program during the first semester that each on-line teacher works with us. To these practices and materials we want to add constant contact about pedagogical excellence in the form of an ongoing, guided discussion forum for all of these teachers. The purpose is that, by sharing throughout each semester with each other about their problems and experiences, each may benefit from the wisdom and suggestions of the others.</p> <p>Implementation: Dr. Clark Sexton of the Department of Philosophy will create and guide the new discussion forum beginning in either Spring or Fall 2005.</p> <p>Measures of success: The measure of success is the extent to which on-line teaching is improved. We will create an assessment instrument to try to determine this.</p> <p>Responsible party: Stephen Tramel.</p>

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	<p>Initiative 2: Remake the Virtual College version of MLS core course IDS 801.</p> <p>Description: Virtual College courses in general need 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 begin the planning process for remaking this course during Spring 2005. Between then and Spring 2006, he will oversee production of the remade version.</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> <hr/> <p>Initiative 3: Create Virtual College version of general education and major course PHIL 340.</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. 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 2005.</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>
<p align="center">Physics</p>	<p>Initiative 1: Alumni Survey</p> <p>The last alumni survey covered physics graduates from 1985-1996. The survey instrument will be rewritten and made available on Zoomerang. The department chair is responsible for the survey, and results from the 1997-2003 graduates will be included in the next physics department annual report.</p> <hr/> <p>Initiative 2: Major Curriculum Revision</p> <p>A solid state physics course will be developed and submitted to the Faculty Senate for approval. This course will replace PHYS 678, Applications of Quantum Theory. Dr. Ken Trantham is responsible for developing the course proposal.</p>

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Political Science	<p>Initiative 1: Institutionalize utilization of New York Times on campus.</p> <p>Department will submit action plan to fund cost of <i>New York Times</i> and <i>Hays Daily News</i> (\$20,000). Investigate and utilize other resources offered by <i>New York Times</i> campus program such as speakers services, email alerts to faculty, internships at <i>New York Times</i>. Involve more faculty and students in civic discussion through programs such as “Times Talk.”</p>
	<p>Initiative 2: BGS: Legal Studies Concentration</p> <p>Dr. Shala Bannister will be the primary responsible party to develop and coordinate a legal studies concentration for the B.G.S. degree. As the complete concentration becomes available virtually, additional faculty will be needed to teach the courses.</p>
Psychology	<p>Initiative 1: Create a new plan for assessing student learning outcomes.</p> <p>The faculty had a brainstorming session of possible goals for AY 05. After consulting the Regents’ performance agreement information, this goal was picked as a top priority. A member of our faculty who has attended a conference on assessing learning outcomes will be leading the effort. An ad hoc committee and meetings have already been set.</p>
	<p>Initiative 2: Create a comprehensive plan for student recruitment.</p> <p>This goal also was one of the top choices of the faculty. Two ad hoc committees have been appointed: one to work with undergraduate student recruitment and the other with graduate student recruitment. The focus of the undergraduate recruitment effort will be to bring in more majors. The focus of the graduate group is to recruit a better pool of candidates, so we can tighten our standards in terms of who we admit to our programs. Meetings for these ad hoc committees have been set.</p>
Sociology	<p>Initiative 1: Survey all Virtual College majors to determine level of satisfaction and how program can be improved.</p> <p>Survey will be developed in early fall and will be conducted in early spring to determine level of satisfaction of online majors. Dr. Zollinger will design survey.</p>
	<p>Initiative 2: Develop a course for students whose interest lies in working with non-profit agencies.</p> <p>Search for adjunct who can offer a quality, comprehensive course in non-profit organization and have the course ready for Fall 2005.</p>
Social Work	<p>Initiative 1: Sociology and Social Work Recruitment Day, Fall 2004</p>
	<p>Initiative 2: Pursue a practitioner in Dodge City area to teach Introduction to Social Work.</p>
Teacher Education	<p>Initiative 1: The Teacher Education Department, in concert with the university-wide Teacher Education Unit, has developed a systematic program assessment plan as a part of the requirements for national accreditation by the National Council for the Accreditation of Teacher Education (NCATE). The department will be using data from the assessment system to determine the effectiveness of the Elementary Education program in preparing elementary teachers for licensure. Future program revisions will be based on these data.</p>

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	Initiative 2: The Teacher Education Department will be implementing the recently developed Elementary Education Honors program. This program will involve selected elementary education majors in a more rigorous program including Honors seminars, extended clinical experiences, and an action research project.
Technology Studies	Initiative 1: Review technology curriculum to insure alignment with State and National goals and outcomes and student performance.
	Initiative 2: Refine Technology Leadership program, recruitment, curriculum, and course offering to insure that the program is meeting established goals.
	Initiative 3: Develop a system to improve the recruiting, advising and program requirement in the Masters of Instructional Technology.