

Report of FY2005 Departmental Initiatives

Academic Dept	FY 2005 Initiatives	Results
Accounting and Information Systems	Recruitment	Committee formed and began to develop initial strategies for student recruitment in eastern and southwestern Kansas. Two faculty members attended a DECA State Conventions and set up a booth for recruiting.
	Accounting Curriculum	An accounting curriculum for the 150-hour requirements for the CPA exam was developed. In the spring, the AICPA made changes in the course requirements for the CPA exam. These changes are being reviewed to determine what changes or additions need to be included in the new curriculum.
Agriculture	<p><u>Program Advertisement and Student Recruiting Initiative.</u> Recent modification of the agriculture curriculum provides a tremendous opportunity for the department to strengthen its 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>A new, full-page department promotion ad was developed with the assistance of University Relations. The ad was placed in the Kansas 4-H journal and in the 2005 FHSU rodeo program. A revised department brochure was drafted using the standard FHSU marketing template. Revised curriculum guides, reflecting changes in program requirements, were developed for distribution to potential students. Also, new stationary was designed, using a secondary "brand" logo, to promote the Beef Cattle Management program. Hosted dairy cattle and livestock judging contests for area high schools during the school year. Also hosted a three-day livestock judging clinic and sheep workshop. Attempted to make personal contact with students admitted for upcoming fall semester. Current Delta Tau Alpha students conducted a phoning campaign in the spring to contact new admits, and individual faculty contacted potential recruits at their personal discretion.</p>
	<p><u>Enhance Stakeholder Interaction.</u> 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>The department worked with the designated cooperating agencies to move forward with planning for the Expo. Unfortunately, the Kansas Land Improvement Contractors Assn. communicated to us, in May 2005, that it would be too costly to transport the necessary demonstration equipment to Hays (especially with the surge in fuel prices). Without participation of this group, the Expo would have limited value and success. Consequently, the</p>

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Allied Health	<p>Develop a strategy for improving the students' patient care skills by providing more real-life scenarios within the laboratory settings. This would help to improve the clinical application of the first year students during the clinical experience.</p>	<p>Through various meetings, the department faculty developed some strategies to help increase the number of volunteer patients that participate in the laboratory settings during simulated imaging procedures for FY06. Various factors were identified as to the pros and cons of inviting volunteer patients to the laboratory settings. The department faculty developed an informational flyer that will be used within the college to invite students, faculty, and staff to volunteer for the simulated laboratory sessions within radiologic technology and diagnostic medical sonography. Once established, the department envisions expanding the potential pool of volunteers to campus wide and eventually into the community. A survey for the participants is being developed but has not been implemented. Through advertising on campus, soliciting volunteers from the pre-radiologic technology, medical diagnostic imaging, and diagnostic medical sonography majors, community organizations and having sign-up sheets/times at department open houses, it is believed that these various activities will all be designed to increase the number of volunteers for all laboratory sessions. Each semester, the goal is to increase the number of volunteers to assist in 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. The departmental faculty believes this will also strengthen the affiliation with all current clinical educational facilities and will be a marketing tool for establishing future clinical affiliates. The various strategies will continue to be implemented for the Fall 2005 to increase volunteer patients for all laboratory sessions. The students enrolled within these laboratory sessions have provided extremely positive feedback having had the opportunity to participate in more real-life/clinical scenarios.</p>
	<p>Develop a stronger association with the Medical Diagnostic Imaging alumni.</p>	<p>The department's second initiative is an initiative that is on going. The faculty met and discussed possibilities to</p>

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		<p>establish a better association with the alumni of the department. The department faculty strongly believed that the alumni needed to be better informed of what changes have occurred within the department since their tenure at FHSU. The Allied Health faculty developed a strategy for building a stronger alumni relationship. Through the annual Tiger Call, the department continued efforts to make contact with a larger number of alumni with increased number of committed nights and increased number of volunteers. In addition, the faculty agreed it was necessary to develop an alumni newsletter to send to all alumni of the department. Through this initiative, the goal is to develop more departmental resources including guest speakers, consulting within curriculum development, possible mentoring, additional internship/preceptorship possibilities, and monetary support for scholarships, program expansion, imaging equipment and supplies. The faculty all provided input as to what to include in the newsletter. A template has been developed for the overall set up of the newsletter. Various faculty are working on the information to include. The goal of the department is to prepare a final draft this summer semester so that it can be sent to the print shop and be mailed out in Fall 2005.</p>
<p align="center">Art</p>	<p>Art Department faculty effectiveness will be significantly increased through immediate access to LCD projectors in departmental studios and laboratories. Access to this seamlessly integrated technology will allow for course material presentation capabilities necessary in today's learning environment. Requested amount was \$16,000.</p>	<p>Action plan funded in full. LCD projectors to arrive for use in Fall semester 2005.</p>
	<p>Figure drawing model: A temporary unclassified position. The position will allow the Department of Art to plan each semester's schedule without dependence on student labor pool. Requested amount was \$7,000.</p>	<p>Action plan not funded.</p>
<p>Biological Sciences</p>	<p>Graduate Studies</p>	<p>Guidelines Approved.</p>
	<p>Biotechnology/bioinformatics</p>	<p>Wrote action plan for the Western Kansas Center for Biotechnology and Bioinformatics. Action Plan monies received and center developing.</p>

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	Anatomy and physiology	We hired S. Christopher Bennett and are planning to modify these areas for our majors and those of other departments.
Chemistry	Improved Direct Data Acquisition in Freshman Chemistry Labs 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 the 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.	An Action Plan (A2 CHEM 02 E05) for a new direct data acquisition system was funded in FY 2005, and the new system has been ordered. Installation during Summer 2005 in the two prescribed lab rooms will be followed by increased utilization of direct data acquisition in lab classes in those rooms during FY 2006.
	Increased Opportunities for Career-Bound Chemistry Majors. Many incoming Chemistry students have specific career goals in mind (e.g. medicine, forensic science) when they arrive, and we have programs in place to advise them. However, many of these programs are challenging, and these career-bound students generally have other challenges in addition to purely academic ones. For example, Pre-Medical students need to prepare for the Medical College Admissions Test (MCAT), and in the past we have offered them only limited advice and assistance.	A total of 12 MCAT preparatory sessions were held during FY2005, supervised by one of FHSU's Pre-Medicine advisors, Dr. Tom Wiese. Student participation in these sessions was variable, and the numbers of participants were low enough to make it difficult to draw firm conclusions. However, anecdotal evidence suggests that these sessions were popular and appreciated, and we plan to continue the program in FY2006.
Communication Disorders	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.	Chair position filled Assistant Professor position -- Advertised in a variety of professional publications and conferences. Interviewed 3 individuals via telephone and 1 individual on-campus. Position offered but not accepted; individual wanted a position at a level I research university Assistant/Associate Professor position -- Advertised in a variety of professional publications and conferences. Only one applicant. Applicant interviewed and position offered; not accepted.
	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	Accreditation Application submitted Fall 2004; CAA Site Visit Spring 2005; Based on the site visit, all standards under 1.0 Administrative Structure and Governance, 2.0

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	winter/spring of 2005	Faculty/Instructional Staff, 3.0 Curriculum, 4.0 Students, and 5.0 Program Resources were verified. See Accreditation Report in Appendix E.1
Communication Studies	Create Communication Studies recruitment brochure.	Draft of the brochure is in final approval form and should go to the printer in early July.
	Re-allocate position from Theatre to Public Relations/Advertising.	This was achieved and a search has been completed.
Economics and Finance	Support for and Participation in the American Democracy Project. 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.	The department sponsored the presentation by Dr. Frank Steindl, but did not schedule another presentation due to lack of attendance at this first presentation.
	<p>Evaluation of Student Assessment Procedures for Class Performance.</p> <p>A. An experiment using a computer testing center is planned for the fall semester.</p> <p>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.</p> <p>C. One or more workshops on exam construction will be scheduled.</p>	<p>A. The testing center was evaluated during the fall semester. It had minimal use, however the hours the center was open were insufficient and inappropriate according to one faculty member. On the basis of this experiment, there is not sufficient evidence to justify the costs of a testing center.</p> <p>B. Dr. Ralph Gamble evaluated the use of "clicker" devices; however he found many problems with their use. CTELT personnel are looking into these issues and we may try to re-evaluate them again once these issues are resolved.</p> <p>C. The workshops on exam construction have been rescheduled for next academic year.</p>
	<p>Initiative 3: Other Goals for the Department</p> <p>A. Curriculum Review</p> <ol style="list-style-type: none"> 1. ECFI 305 Managerial Finance will be evaluated. 2. Re-certification of our Financial Planning Program <p>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.</p>	<p>A. ECFI 305 was evaluated by the finance faculty and the course content was deemed appropriate; however, more information about careers in finance and the practicality of finance topics will be discussed at the beginning of each semester. The financial planning program will continue to be registered with the Certified Financial Planner Board of Standards for another five years.</p> <p>B. IDS 300 was offered on-line for the first time during the Spring 2005 semester. It will be offered during the</p>

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	C. Research efforts of our faculty will continue. Our goal is to have at least three publications accepted or published during the academic year.	Summer and Fall 2005 semesters as well. C. Our department had three publications for FY 2005.
Educational Administration and Counseling	Increase availability of program courses to place bound students through mediation	Contract with SWPRSC made the goal possible and also provided increased enrollments.
	Increase availability of program courses to students from diverse socio-economic settings.	More courses were made available to SW Kansas where the highest ratio of diverse students reside.
English	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>The number of undergraduate English majors has increased from 72 in FY2004 to 84 in FY 2005—an increase of 17%.</p> <p>The bulletin board and website were, in fact, updated to spotlight the available concentrations in English.</p> <p>The bulk of the 17% increase has evidently come from existing FHSU students who switch to English—and who might have been influenced by the bulletin board and website. (We had 3 fewer new freshmen and 3 more transfer students; thus, the increase of 12 must have come from current FHSU students switching to English.)</p> <p>Once the brochure is updated and distributed to high school audiences, we can expect an increase in first-time freshman numbers as well.</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>All four courses were developed, presented to Faculty Senate, and approved:</p> <p>ENG 385 Professional Editing ENG 447 Professional and Community-Based Writing ENG 449 Writing for Publication ENG 602 Topics in Writing</p> <p>Professional Editing (ENG 385) is on the Spring 2006 course schedule.</p>
General Studies	N/A	N/A

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<p style="text-align: center;">Geosciences</p>	<p>A Geosciences Department initiative for FY05 was 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>The department instituted a new colloquium series in FY05. The department invited recognized scholars in relevant disciplines of geography and geology to give presentations on their work, and provided time for the speakers to meet faculty and students informally. The colloquia was promoted on campus through email announcements, flyers, and postings on the University's research calendar. The first speaker in the series was Jim Aber of Emporia State University. His topic focused on his research, using kite-mounted cameras to produce large scale remote sensing images. The event was well attended with approximately 60 students, faculty and other interested parties in attendance.</p> <p>The Geosciences Department made extensive efforts to participate in the 2005 Research and Creative Activity Week on FHSU. The goals for the department's presentation were to celebrate the exciting research done in the department as well as stimulate the initiation or completion of new research. First, the department organized a one-day display of faculty and student publications and posters. Approximately 30 papers and 20 posters were put on display in and around the Geosciences conference room. Second, one faculty member gave a public presentation on tornadoes in Kansas. The third, and most significant component in terms of resources and time, was support for students in the department to participate in the Sigma Xi Science Research Showcase, help during Research and Creative Activity Week. The department provided printing services and technical assistance to students for producing their posters. A total of 23 posters were printed, for 13 undergraduate students, 9 graduate students, and one faculty member, and the department invested \$560.70 in the effort. Geosciences students performed extremely well in the competition for best posters, winning the 1st, 2nd, and 3rd place awards for undergraduate students and the 2nd place award for graduate students. All three</p>

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	<p>The College of Arts and Sciences voted to utilize the Regent's Goal B, "Improving Student Engagement in the Educational Process" as a college-wide goal. Using the National Survey of Student Learner Outcomes, the Council of Arts and Sciences chairs identified the National Survey of Student Engagement B-6 (Culminating Senior Experience) as the focus for Arts and Sciences emphasis, and the Geosciences Department also focused on this initiative, by reviewing and updating current practices associated with the Department's culminating senior experiences, the geology field camp and geography internship. As a component of the College of Arts and Sciences, the department focused upon enriching the student's educational experience by reviewing and updating current practices associated with the Department's culminating senior experiences, the geology field camp and geography internship</p>	<p>activities together were very beneficial for the department in meeting the goals, as well as familiarizing the members with each others' research and giving the students the opportunity to present their work in a professional setting.</p> <p>Faculty members in charge of these courses were Dr. Neuhauser and Dr. Heinrichs. They reviewed all procedures, forms, and activities associated with these courses. From this review, needed changes to procedures, forms, and activities were initiated. Students taking part in these activities this year included 4 in Field Camp and 10 in Internship. Reviews were included at the end of the department annual report.</p>
Health and Human Performance	<p>Develop new brochure for graduate program. Utilize new format to showcase the program offerings and facility.</p> <p>Development of a Senior Seminar which includes an exit assessment regarding general knowledge within the field.</p>	<p>Is currently at the printers. Will be available for fall 2006 distribution.</p> <p>Is currently in review/change in the departmental curriculum committee.</p>
History	<p>Prepare revised LIMITED marketing campaign for the department emphasizing the BGS and MLS ONLY.</p> <p>Review and Modify Department Curriculum—align with state and national history curriculum trends. Specifically, develop and implement the following courses:</p> <p>History 4xx—Approaches to United States History History 4xx—Approaches to World History History 803—Graduate Research and Writing Methods for History</p>	<p>Department prepared CD-Rom materials for applicants. The success of these materials difficult to determine given continued strong growth of program with minimal advertising.</p> <p>The first two courses, Approaches to United States History and Approaches to World History, were designed and prepared. Approaches to U.S. History will be taught in Fall 2005 and Approaches to World History will be taught in Spring 2006.</p> <p>Development of History 803 has been delayed due to (a) potential conflicts with IDS 804 and (b) significant turnover in departmental faculty late in the FY05 year.</p>

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IDS	Improve quality of MLS advising.	Created an online "Handbook for MLS Advisors" http://www.fhsu.edu/~amorin/Handbook_for_MLS_Advisors.html ; created a series of notes that were sent to MLS advisors.
	Dissemination of information to MLS students.	Continued dissemination of MLS newsletters. Created an online "MLS Student Handbook" http://www.fhsu.edu/~amorin/MLS_Student_Handbook.html Created an MLS "solutions" webpage http://www.fhsu.edu/mls/solutions/index.shtml
Information Networking and Telecommunications	Initiative 1: Review Telecommunications/Networking bachelors curriculum.	<p>The INT faculty sought input from alumni and other members of industry. The faculty also applied their own vision and expertise to reviewing and revising the Telecommunications /Networking bachelors curriculum.</p> <p>The faculty, Dean, and Assist. Provost approved the new curriculum. The curriculum contains greater focus and streamlined the number of electives. It provides students a more cohesive core and helped to facilitate the INT Department moving the Computer Networking and Telecommunications BS to a virtual as well as campus delivery.</p>
	Initiative 2: Expand faculty Scholarship and creative activities.	<p>One INT faculty member took a sabbatical leave to focus on scholarship. Two faculty are in the midst of Ph.D. programs and are developing works in the context of their studies. The INT Department has reduced the number of overload classes in order to free faculty for scholarly and creative activities. The INT Department continues its internal colloquia in which faculty share scholarly and creative projects.</p> <p>Faculty have published a significant article on broadband deployment in Kansas that will affect the legislative and regulatory discussion on this issue. Faculty have published articles in professional publications and developed other works. Overall, the intangible enthusiasm and optimism for engaging in scholarship and pulling that scholarship into the classroom appears to have risen substantially.</p>

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Leadership Studies	e-Leadership.net Initiative: The e-Leadership.net initiative is our effort to improve all aspects of our on-line degree program.	This was our second year of a two-year initiative on improving our on-line program. We were successful in developing programs that address advising, student services, course management, website, course development and improvement and marketing. Under this initiative, we also hired a full-time e-Leadership Coordinator/on-line instructor.
	Review and Change our Undergraduate curriculum: 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 the summer of 2005.	During this academic year we completed a comprehensive evaluation of our program philosophy and curriculum. This process included proposed changes and focus group reviews. Changes to our mission statement, principles, organizing themes and graduate characteristics were implemented in the spring semester. Curriculum changes will be implemented in the fall of 2005.
Management and Marketing	Review undergraduate curriculum to identify any appropriate concentrations or certificate programs.	Certificates are now available in Management, Marketing, Human Resource Management, Operations Management as well as a new concentration in E-Business for Entrepreneurs and Small Business.
	Finalize the development of the last courses needed to provide a virtual BBA in Management.	The last two courses needed for virtual delivery, MGT 403 Business Society and Ethics and MGT 404 Organizational Theory and Analysis were developed and will be offered in Spring 2006. Commitment was also given for the virtual offering of Math 331 Calc Methods as needed. With these in place it is now possible to earn a BBA completely virtually in Business Administration- Management.
Mathematics and Computer Sciences	Improve University wide advising regarding the use of ACT's for College Algebra.	The number of faculty using ACT's for placement into College Algebra improved slightly. That is the number of students registering for the incorrect course decreased slightly. Unfortunately, the ACT profile that we have been using is flawed because ACT uses student's self-reporting of grades, but most importantly ACT does not account for the fact that about 60% of FHSU students taking on-line or on-campus College Algebra have taken a remedial course.
	Improve course offerings for the new 6-9 licensure standards.	FHSU application for a middle school licensure program was not approved. Also, KSDE has decided to handle licensure for in-service teachers in house.
Modern Languages	Spanish I, II developed for VC	Spanish I, II offered Summer 2005. Courses fill rapidly.

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		Serves needs of distance B.A. students.
	MLNG 390: Topics: Study Abroad in the Spanish-Speaking World.	Prepared students to study at the University of Guadalajara. Taught by Paul Siegrist in Spring 2005.
	MLNG 390: Topic: Spanish for Medical Professionals	First workforce Spanish course. Developed and taught by Keith Woodall in Spring 2005.
	MLNG 390: Topics: Intro to Chinese Language and Culture.	First course in Chinese language and culture. Taught by Yi "Leaf" Zhang in Spring 2005.
	MLNG students called prospective students.	Six incoming freshmen registered to begin classes in Fall, 2005 as MLNG majors. Three incoming freshmen accepted AOE's.
	MLNG students participated in Tiger Phonathon.	MLNG raised a record amount for scholarships for students which will aid recruitment and retention.
Music	Collaborative relationship with Tak Ming College	Eight new transfer students have joined the department from Tak Ming College. More students are expected for the 2005-2006 academic year.
	Develop architectural program statement for expansion of Malloy Hall.	This process was begun and is in progress.
Nursing	<p>Helping Students Learn</p> <ol style="list-style-type: none"> 1. Each faculty member is establishing 2 measurable goals to help them improve the quality of their teaching which will be measured December 2004 and May 2005. 2. Resources to enhance teaching effectiveness may be needed to support faculty. 	<p><u>Helping Students Learn</u></p> <p>I. Faculty goals</p> <ol style="list-style-type: none"> 1. Each faculty submitted goals for the fall and the spring semester, and tracked their own progress on these goals. 2. The Student Life Committee (SLC) in the Department made some changes in admission and progression requirements to help admit qualified students into the program and also help students at risk (see SLC report). 3. The Program Life Committee (PLC) changed the MSN comprehensive exam policy to assure that students are better prepared for the exam, to improve success rate. A course for comps review will be offered for those students who are not successful on the first attempt with comps (see PLC report). 4. PLC also recommended the change in credit hour of Nurs 632 to accurately reflect the content and work that is in the course. 5. STROKE project was initiated-Strengthening

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		<p>Teaching Resources of Key Educators-faculty are encouraged to drop in for the purpose of peer review and learning vicariously through the observation of another peer in teaching.</p> <ol style="list-style-type: none"> 6. Student SWOT analysis was conducted with BSN students; information was relayed to committees for their consideration, recommendations and actions by the faculty of the whole were initiated. 7. Obtain approval for the new MSN-FNP curriculum through KSBN and implement as soon as Spring 2006. <p>II. Resources needed</p> <ol style="list-style-type: none"> 1. Action Plan for PDAs were submitted for faculty and approved for purchase spring of 2005. Training for the new product use by faculty will occur in the summer of 2005. 2. Departmental, endowment and Provost funds have been used extensively this year to support faculty in teaching development.
<p>Philosophy</p>	<p>Planning for Continuous Improvement</p> <ol style="list-style-type: none"> 1. Request submitted to include a role of Coordinator of Quality Improvement focus within the role of a current coordinator role. 2. Training on SPSS required for administrative staff to input benchmark data. <p>Create discussion forum for departmental faculty teaching Virtual College courses.</p>	<p><u>Planning for Continuous Improvement</u></p> <ol style="list-style-type: none"> I. Coordinator for Quality Improvement role was approved and has been in place since August 2004. This individual has worked with faculty and staff in the department to code benchmarking data for the BSN program and is beginning to select benchmarking data for the MSN program (see report). II. Training on SPSS –the Coordinator of Quality has trained the DON administrative assistant to do data entry for benchmarking in the department. III. Committees encouraged to complete a continual positive, on-going evaluation of policies and procedures using critical reflection. <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</p>

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		<p>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>Results: In Spring 2005, Dr. Clark Sexton of the Department of Philosophy invited all of our Virtual College instructors to join him in an ongoing discussion forum about shared problems and strategies. There was little interest in participating on the part of other Virtual College teachers. For the present, will abandon this strategy and focus on other ways to improve Virtual College teaching.</p>
	Remake the Virtual College version of MLS core course IDS 801.	<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>Results: In Spring 2005, Dr. Clark Sexton began the planning process for making this course. Work will continue until the course is remade. We hope to finish this project in 2006.</p>
	Create Virtual College version of general education and major course PHIL 340.	<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</p>

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		<p>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>Results: Dr. Paul Faber was scheduled to begin creating a Virtual College version of PHIL 340 in Spring 2005, and to finish this project by the end of Fall 2005. However, due to a last-minute staffing emergency, he instead filled in for the department by teaching an on-campus section of IDS401 in Spring 2005. Therefore, the plan to create a Virtual College version of PHIL 340 has been postponed for one year.</p>
Physics	A solid state physics course will be developed and submitted to the faculty senate for approval.	The course was offered during Spring 2005 as PHYS 608 B Special Topics: Solid State. It will be submitted for faculty senate approval during Fall 2005.
	The last alumni survey covered physics graduates from 1985-1996. The survey instrument will be rewritten and made available on Zoomerang.	In progress.
Political Science	Submitted Action Plan to fund cost of <i>New York Times</i> and <i>Hays Daily News</i> (\$20,000). Create campus environment to utilize these newspapers in the life of the campus.	Action Plan approved. "Times Talk" series organized and coordinated by Dr. Chapman Rackaway. Series featured <u>22</u> weekly events.
	Developed BGS Legal Studies Concentration for students at U.I.B.E. in China. POLS 320 taught in Spring 2005.	Dr. Elisa Weselis hired to teach POLS 320 and assist Dr. Shala Bannister in developing this concentration. 161 students enrolled in POLS 320 in Spring 2005. POLS 620 will be taught in Fall 2005.
Psychology	Devise a plan for student recruitment.	<p>UNDERGRADUATE RECRUITMENT</p> <p>Undergraduate recruitment committee (Land, Smith) came up with short-term (for the year) and long-term goals for recruiting. Short term goals were completed, including: UG recruitment committee created a new brochure for psychology using university template (still in process, brochure is written, but needs to go through University Marketing office and then printed); connections have been made with some community college instructors (more are planned) by UG recruitment Committee; UG recruitment committee devised and carried out a plan for handling</p>

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		<p>prospective student visits, including a script of what was to be covered and involvement of current students; and an instrument was piloted by Heath Marrs and 2 UG students re. why students choose a psychology major.</p> <p>GRADUATE RECRUITMENT Graduate recruitment committee (Olson, Duvall, Nassif) conducted a survey to ascertain why our current graduate students chose FHSU. Upon finding that almost all (outside of those students coming from our FHSU UG psychology program) found out about us through the web, they worked with our webmaster throughout the year to vastly improve our web site's graduate information and usability</p>
	Devise a system of assessing student learning outcomes.	The departmental Assessment Committee (Hayes, Marrs) has created and piloted two instruments this year. One measured graduating seniors' perceptions of the psychology program. The other surveyed faculty in order to have them rate the importance of 19 educational objectives for each different undergraduate course they taught in the past academic year. The 19 objectives were derived from the learning goals and outcomes deemed important for psychology majors by the American Psychological Association.
	Assess needs and plan for our future Virtual College course offerings.	The Virtual College committee (Kitzis, Turek) brainstormed and created a list of possibilities presented to the department. The department decided to increase VC general education offerings as needed. The department decided to work toward offering a virtual minor in psychology, to appeal to online sociology and justice studies majors, as well as to BGS students. We need at least two more on-line courses developed for this to happen. One new course development has already been proposed (Theories of Personality) and another is pending (Elements of Learning). Having the Elements of Learning course on-line would also help teachers wanting to receive a second teaching certification, in psychology.
Sociology	Survey all sociology graduates in the previous three years	Dr. Zollinger conducted and analyzed survey results.

Academic Dept	FY 2005 Initiatives	Results
	to determine level of satisfaction with curriculum and overall program.	
	Develop an online course for students whose interests lie in working with non-profit agencies.	Director of successful non-profit agency was hired to develop course in non-profit management and will offer it in Fall 2005.
Social Work	Explore possibility of developing a cooperative program with Washburn University.	Discussions between the Director of Social Work and the Fort Hays Program Director of Social Work are ongoing.
	Develop and offer an online course in Introduction to Social Work to serve primarily Southwest Kansas.	Introduction to Social Work course now available online.
Special Education	Online ESOL Program development	Coursework is being offered online.
Teacher Education	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 state/national accreditation by KSDE and 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.	Results of the Elementary Education Self Assessment based on the KSDE/NCATE standards. Areas of Strength and Improvement: Overall the candidates are performing well according to current measures. A common concern expressed in two standard areas (Standard 1 and Standard 6) was developing greater consistency in rating systems used by different instructors.
	Note: The FHSU Teacher Education Unit was reported to have met both the KSDE and NCATE standards in May 2005.	Actions implemented for continuous improvement: Develop training materials to assure consistency in scoring of student performance by different faculty members. Specifically: internship observations, Fort Hays Performance Assessment training, and courses where there are multiple instructors, (e.g. art, health and physical education). The training materials are to be developed and piloted in Spring 2005, with full deployment in Fall 2005. The indicator of success is greater consistency in scoring in the targeted courses and materials.
	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 action research.	During the 2004-2005 AY the Teacher Education department selected three students for the new Elementary Education Honors program. They are enrolled in special seminar and internship sections. They have been awarded scholarship funds as a part of their being in the Honors program.
Technology Studies	To successfully be approved by NCATE this year. All faculty took a very active part to help with the quality of the	Successfully past the NCATE review with flying colors. Perhaps the most positive review that the College has

Academic Dept	FY 2005 Initiatives	Results
	College and to whatever possible to provide leadership in the process	obtained in my tenure here at FHSU.
	To increase the quality of the Technology program for students in both the Technology Education and Industrial Technology programs.	Successfully obtained funds to develop an Instructional Technology lab in department. This lab is perhaps the most quality on campus and is being used for Instructional Technology, Power and Energy, Communication systems classes. Obtained funds to upgrade equipment in the Manufacturing and construction labs. Funding came from the Strategic planning process and from Alumni.