

Strategic Plan Goal 1: Learning

We will enhance student learning by promoting academic excellence and public leadership skills.

To realize this goal, we will

- revise and improve the curriculum to enhance individual student development and produce nationally competitive graduates;
- improve the instructional effectiveness of all faculty.

Reporting Unit	Unit/Program Goal	Score	Evaluation Met (3.00 – 2.01) Partially Met (2.00 – 1.01) Not Met (1.00 – 0.01) Not Evaluated (0.00)	Additional Resources Required to Achieve or Sustain Results
1. English	To demonstrate an ability to analyze and interpret literature	3.00	Met	\$0.00
2. English	To demonstrate an ability to understand literature within context, such as history, politics, genre and/or culture	3.00	Met	\$0.00
3. English	To demonstrate familiarity with literary criticism and mastery of MLA-style citations	3.00	Met	\$0.00
4. English	To generate written texts that reflect the conventions of American grammar and organization	2.50	Met	\$0.00
5. Environmental Science	Based on an understanding of the legal, ethical, social, political, and economic ramifications of environmental problems, policy, and decisions, students will be able to develop and articulate well informed and reasoned views on environmental issues	3.00	Met	\$0.00
6. Environmental	Students will be able to use the	3.00	Met	\$70,000.00 ¹

¹ To further improve performance with respect to this goal, and all other goals, lab sessions would be added to each of the following core courses, ES 310 (Environmental Geology) and GEOL 405 (Hydrogeology). A freshman seminar in ES will also be added (or a seminar requirement for multiple years), and it is anticipated that the seminar will focus on problem solving in the environmental sciences, critical thinking and locating data. It is desired that a recitation session or lab be added to each of ES 301 and ES-302, to provide much-needed instruction on project planning, management, data collection, data analysis, professional report preparation. This should greatly increase the quality of the major semester projects in these courses, which have been below target in the instructor's expectations due to lack of available time and appropriate detailed instruction in these areas, which cannot be provided in these courses without significant loss of other important content material within the limited class times. In addition, students would benefit greatly from a lab in geographic information systems (GIS), a standard tool in the discipline. Currently, GIS is incorporated sporadically in ES 302 lecture material, which does not provide the students sufficient opportunity to become proficient or confident in their skills. GIS skills are among the most sought after skills among employers. The addition of such hands-on activities as these courses will do much to increase recruitment of students into the program, as well as to increase the competitive value of their degrees. This modification of the program would require one new faculty appointment in the discipline. The figure

Science	scientific method and associated critical thinking skills to formulate questions, design experiments and interpret and evaluate data to answer them			
7. Environmental Science	Students will have developed writing and presentation skills appropriate for students and practitioners in the discipline of environmental science	3.00	Met	\$0.00
8. Environmental Science	Understand the scientific basis (chemistry, biology, geology, basic environmental sciences) for environmental challenges and proposed solutions	3.00	Met	\$0.00
9. Exercise Science	Demonstrate professional dispositions and appropriate communication skills to be successful in exercise related career	3.00	Met	\$0.00
10. Exercise Science	Demonstrate professional knowledge and skills necessary for satisfactory performance in a clinical setting	3.00	Met	\$0.00
11. Exercise Science	Develop an understanding of important concepts related to: 1) anatomy, physiology, and biomechanics of the human organism; 2) exercise science laboratory techniques; 3) exercise science research; and, 4) the promotion of healthy lifestyles	1.00	Not Met	\$45,000 ²
12. Experience Your Education (EYE) Program	Strengthen Lander University's graduates' ability to apply the knowledge, skills, and desirable personal characteristics associated with their discipline to real-world problems	3.00	Met	\$0.00
13. Experience Your Education (EYE) Program	Strengthen Lander University's graduates' professional behavior and ability to reflect for personal improvement	3.00	Met	\$0.00
14. General Education Competency 1:	To enable students to develop University-level knowledge and comprehension	Not Scored	Not Evaluated ³	\$0.00
15. General Education Competency 2:	To enable students to develop the ability to apply information	Not Scored	Not Evaluated ⁴	\$0.00

indicated above includes salary, benefits and miscellaneous costs associated with a new faculty hire plus a nominal amount to upgrade our GIS software and purchase new hardware and associated expenses.

² The upper level (PEES 308, 310, 311, 326, 330, 341, 362, 402, 406) are classes with enrollments of greater than 45 students, 25 additional students to the advertised 1:20 teacher:student ratio. Due to lack of faculty, we are unable to offer many of these junior/senior level classes more than once per year. Teaching these courses twice per year would lower class size, increase teaching effectiveness, raise accountability for student learning, and subsequently raise student performance in the Exercise Science program (specifically for Goal 1). The classes listed prior equates to 27 course hours (the equivalency of at least 1 full-time faculty position). The additional resources (faculty salary) would allow for greater flexibility in the classes that we can offer our students, as well as reduce our upper-level class sizes to something more manageable (20-30 vs. 40-50).

³ All four (4) General Education Competencies supporting the "Producing Powerful Thinkers" vision were benchmarked in the 2010-2011 and 2011-2012 academic years. The Faculty Senate and the General Education Committee will use these benchmarks to set expected outcomes for the 2012-2013 academic year/assessment cycle.

⁴ All four (4) General Education Competencies supporting the "Producing Powerful Thinkers" vision were benchmarked in the 2010-2011 and 2011-2012 academic years. The Faculty Senate and the General Education Committee will use these benchmarks to set expected outcomes for the 2012-2013 academic year/assessment cycle.

16. General Education Competency 3:	To enable students to develop the ability to analyze information	Not Scored	Not Evaluated ⁵	\$0.00
17. General Education Competency 4:	To enable students to communicate effectively and appropriately	Not Scored	Not Evaluated ⁶	\$0.00
18. Health Care Management Certificate	Students demonstrate leadership and management skills needed in the health care setting	2.50	Met	\$0.00
19. International Programs	International Programs will provide opportunities to enhance excellence in undergraduate and graduate learning through various global education and cultural programs	Not Scored	Not Evaluated ⁷	\$0.00
20. Mass Communications and Theatre	To analyze and critically evaluate messages produced in different media	2.33	Met	\$0.00
21. Mass Communications and Theatre	To communicate effectively in person	2.00	Partially Met	\$0.00
22. Mass Communications and Theatre	To communicate effectively through multiple media	2.00	Partially Met	\$0.00
23. Mass Communications and Theatre	To demonstrate potential to work as a professional in the chosen emphasis area	2.00	Partially Met	\$0.00
24. Mass Communications and Theatre	To identify and discuss historical, ethical and legal issues related to the student's chosen emphasis area	2.33	Met	\$0.00
25. Master of Arts in Teaching	Students demonstrate a professional level of knowledge and experience in art content before entering clinical practice (EDUC 666)	3.00	Met	\$0.00
26. Master of Arts in Teaching	Students demonstrate the skills and behaviors of effective teachers during clinical practice	3.00	Met	\$0.00
27. Master of Education (Montessori)	Demonstrate specific knowledge, skills, and dispositions to be effective Montessori teachers	3.00	Met	\$0.00
28. Master of Education (Teaching and Learning)	Demonstrate specific knowledge, skills, and dispositions to be effective educators	Not Scored	Not Evaluated ⁸	\$0.00
29. Monsanto Gallery	To further the further the aesthetic understanding and development of the university community	3.00	Met	\$1,500.00 ⁹
30. Music	Graduates in music should demonstrate a working knowledge of the theoretical concepts associated	2.50	Met	\$416.00 ¹⁰

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⁷ Indicators of Success and Expected Outcomes have not been identified.

⁸ Program received approval for spring 2012 implementation in November of 2011.

⁹ The cost of transportation has increased over the past few years, both in terms of when the artist is traveling to deliver the work and when using a commercial shipper. This increase in costs has proven to be a challenge to provide a well-rounded exhibition schedule.

¹⁰ Musition is a comprehensive music theory and fundamentals software package. Musition is ideal for schools, colleges, universities, and anyone learning or teaching an instrument. Musition's interactive tests cover all levels and are grouped into 34 topics. Sold in 5-lab packs, the Musition software could serve as a tutorial for Music 111-112 First-Year Theory in the same way that Auralia, the ear training software already available in Lander's music computer lab, serves to bolster study work in Music 113-114 First-Year Theory Applications.

	with the creation of music			
31. Music	Graduates in music should demonstrate a working knowledge of the historical contexts associated with the creation of music	1.00	Not Met	\$459.95 ¹¹
32. Music	Graduates in music should demonstrate proficiency in performing music and an appreciation of the technique and artistry essential to performance at a professional level	3.00	Met	\$0.00
33. Political Science	Political science majors will demonstrate effective citizenship	Not Scored	Not Evaluated ¹²	\$0.00
34. Political Science	Political science majors will demonstrate knowledge in most of the generally-recognized areas of the discipline.	2.67	Met	\$0.00
35. Political Science	Political science majors will demonstrate political analysis skills	3.00	Met	\$0.00
36. Political Science	Political science majors will demonstrate skills essential for success in careers related to political science	3.00	Met	\$0.00
37. Political Science	Political science majors will demonstrate the ability to communicate effectively	3.00	Met	\$0.00
38. Psychology	To acquire a general knowledge of the theories, issues and findings in the area of human development	2.00	Partially Met	\$0.00
39. Psychology	To acquire a general knowledge of the theories, issues and findings in the area of experimental psychology	2.00	Partially Met	\$0.00
40. Psychology	To acquire a general knowledge of the theories, issues and findings in the area of clinical/ counseling psychology	2.00	Partially Met	\$0.00
41. Psychology	To acquire a general knowledge of the theories, issues, and findings in the area of experimental methodology	2.00	Partially Met	\$0.00
42. Psychology	To acquire knowledge of basic methods of statistical analysis	2.33	Met	\$0.00
43. Psychology	To acquire knowledge of ethical issues pertaining to psychology	3.00	Met	\$0.00
44. Psychology	To acquire skills needed to write technical reports in American Psychological Association (APA) style	3.00	Met	\$0.00
45. Psychology	To comprehend complex written material concerning psychological issues	3.00	Met	\$0.00
46. Psychology	To think logically, critically and objectively	3.00	Met	\$0.00
47. Visual Art	Students acquire a broad-based	3.00	Met	\$460,000.00 ¹³

¹¹ The History of Music, Second Edition 8-Pack DVD, explores the history of music from ancient civilizations to the present day by centering upon important musical developments, key composers and works, and enduring themes. Through countless musical examples and magnificent samples of period artwork, the programs capture the affect of historical events on music, the grandeur of music eras, and the majesty of significant composers' works.

¹² In the 2011-2012 academic year, we were not successful at gathering a sufficient amount of exit survey and citizenship survey data for analysis. Therefore, no conclusions can be drawn regarding this goal until data becomes available next academic year 2012/13.

	knowledge and experience in art and design			
48. Visual Art	Students apply critical thinking skill in communicating about art	2.50	Met	\$0.00
49. Visual Art	Students demonstrate competencies	3.00	Met	\$0.00
TOTALS FOR STRATEGIC PLAN GOAL 1: LEARNING		2.63	Met	\$577,375.95

¹³ Increased enrollment has placed heavy demand on class sizes and facilities. A search is currently in progress for new faculty hire in Graphic Design. (Anticipated salary/benefits for 2012-13 is \$60,000) Administration is currently considering plans to address the short term and long term facilities needs of studio art courses. (Anticipated costs for 2012-13 is \$400,000. This is the estimated cost of constructing a metal building suitable for teaching all 3D courses and housing their labs until a long term plan can be developed and implemented.). Maintaining the current talented and energetic art faculty contributes to the vitality of program improvements. Department anticipates reallocation of funds from general expenditures to travel to support progress toward tenure of new faculty hire. (No anticipated cost)