Francis Marion University
2007-2008 Institutional Effectiveness Summary Report

Institutional Process for Assessment of Academic Programs (from SACS statement 3.3.1):

Francis Marion University uses both internal and external reporting cycles to ensure the effectiveness of its programs and services.

All academic degree programs and support services of the University complete an annual assessment to evaluate their "success in meeting program goals and missions" ("OIR: Institutional Effectiveness"). Each assessment report contains

- program goals
- assessment methods
- results and evaluation
- planned and completed improvements ("Institutional Effectiveness Reports for Francis Marion University").

The annual process for generating Institutional Effectiveness (IE) reports reflects the University's commitment to faculty-initiated curricular changes. The reports are submitted for review to the Office of Institutional Research and the University's Institutional Effectiveness Committee (IEC) and for compilation and summary in the annual *FMU Institutional Effectiveness Report*. The action plans in the IE reports illustrate the use of evaluation and its documentation across the disciplines and reflect that the first mechanism to employ findings is within departments. Identified outcomes and action plans are frequent topics during meetings between individual department chairs or school deans and the provost. These meetings focus largely on curricular issues and the hiring decisions necessitated by those issues.

Additionally, the Provost's Assessment Work Group meets each summer, beginning in August 2007, to review IE reports and other accreditation reports that could suggest curricular actions. This group—comprised of the Provost, the Director of Institutional Research, the chair of the Institutional Effectiveness Committee, the chair of the Academic Affairs Committee, the Vice President for Administration, and the Chair of the Faculty—determines appropriate courses of action based on their review of the reports. Department chairs and deans are invited to meetings on an as-needed basis.

The Institutional Effectiveness Committee is composed of six faculty members elected from the general faculty for three-year terms and the Director of Institutional Research, who serves *ex-officio* without vote. The committee recommends assessment instruments for the evaluation of academic and degree programs and support services.

From 1992-2006, the University has achieved the expected standards, set by the Commission on Higher Education (SCCHE 2006). These reports are provided to faculty,

senior leadership, and the general public via the SCCHE website (Four-Year Colleges and Universities—Performance Ratings).

Institutional Effectiveness Reports for all academic schools and departments are available for review at http://www.fmarion.edu/sacs/source_documents. In each report the academic unit presents the goals, assessment techniques, results, and actions initiated during the year. The institutional effectiveness activities of the departments and schools range from minor adjustments to the total revision of a program.

Technologically Skilled Workforce

The University has continued to provide administrative and financial support for the advancement of use of technology in all academic and student management services. Such support is designed to promote our students qualifications as a technologically skilled workforce. Continued improvement in classroom technology has continued under the guidance of the Informational Technology Committee. All academic departments now have access to two or more classrooms that are fully interactive including installation of SmartBoards and wireless access. The BlackBoard system was updated to the latest version to improve use of online support of student learning. The University's network has been completely renovated to improve speed and reliability of Internet connections and the computer facilities in the library were upgraded with use of a private grant. The University will provide students full interactive support through adoption of the Google University system which will provide common email protocols and addresses, Google Docs and Spreadsheets which will facilitate cooperative work on papers and projects, Calendars, and personal homepages. The University's mission goal of insuring computer competency of graduates of the University continues with new faculty to assist in the success of the required cornerstone course in computer science. This course insures students are competent in their ability to use standard technological systems such as the basic components of an office suite such as Microsoft Office and professional capabilities in use of general and academic search systems through their academic courses and with the established laboratory systems in their departments, the library and the student computer center. The Information Technology Committee continued to fund training workshops for faculty in use of new technology. As a result of one series of workshops several departments have begun to use interactive methods, e.g. iClicker, in their courses. Finally, individual departments continue to use their own budgets to update and elaborate their own laboratories and support sites.

Institutional Effectiveness Reports

The format for departmental effectiveness reports had departments include their measurements, identified issues and sections dealing with actions taken the previous year and actions planned for the next year. However, in many cases the actions needed to deal with an issue of concern or change in plans requires multiple years for completion. In some cases the planned actions might not be corrective and a new action was identified. To deal with this deficit in our reports a new format was developed. The basic format remains the same: mission statement/goals; data from assessment, etc. The "changes in

place" and "planned changes" sections were removed. The Institutional Effectiveness Committee approved a new format for departmental institutional effectiveness reports that allows for the long term actions taken to address issues of concern in Fall, 2007. In this format a table noting "issues of concern" in one column and "actions taken" in another column. This keeps issues and actions tied together and be updated on a yearly basis and new issues added as needed. After an issue has been dealt with that line is removed. Departments had the choice of remaining with the old format for this year (shift next y ear) or adopt the new format for this year. As a result the summary actions taken by departments to improve their programs are found in either the old format or new format. A few departments mixed the two formats this year.

Complete IE Reports for 2007-2008 as found at:
http://www.fmarion.edu/about/IEReports

Complete IE Reports for 2004-2005, 2005-2006 and 2006-2008 can be found under IE Reports at: http://www.fmarion.edu/sacs/source_documents

Biology

Issues of Concern 2005-2008	Actions Taken
Provide adequate office space for new full-time and current part-time faculty	Converted the student lounge back to a faculty office area. However, this is not an adequate solution or compromise. Better solution needed.
Provide more teaching laboratory space to accommodate the rise in student enrollment (mostly pre-nursing students)	Converted MSB-221 into a Biol 105 teaching laboratory
Provide more space for laboratory research use	Converted excess space in MSB-222 (freshmen biology teaching lab) into a wet lab for research use LSF 209 was converted into a multiple-use cell physiology-pharmacology teaching and research laboratory. Upper level shelves were installed on each lab bench to improve work flow and increase shelf space in LSF 208B.
Hire new faculty to replace retiring faculty	Hired a new faculty member who began teaching in Fall 2007

Develop an assessment protocol to evaluate how well our freshmen courses meet general education goals regarding knowledge and application of science.	Protocol was developed and implemented over 4 semesters
Devise a solution to improve the management of our greenhouse facilities	A student worker was hired to help us manage the greenhouse.
Adequacy of Biol 105 and 106 as pre-requisite courses to prepare students for upper level courses	Subcommittee was formed to study this issue.
Complete the feasibility study for a masters degree program	Subcommittee was formed and a feasibility study for master's degree program in the biological sciences was in progress during 2006-2007. Meeting took place with various representatives from Clemson University to discussion the level of faculty and student interest/need in establishing such a program here. Possible collaborative undertakings between Clemson and Francis Marion were discussed. A committee was appointed within our department to further study the matter in light of Wyndham environmental center
Enhance field biology teaching	Wyndham Environmental Center will be developed on a 48 acre site in Lamar, which was donation by the Greer family to FMU. The property and center will be developed as a facility to be used mostly for the purpose of field biology-related teaching.
External assessment test (ETS Major Field Test) results are too low.	A committee will be appointed to study this problem.

Business

Issues of Major Concern 2004-2008	Actions Taken
Maintain qualified faculty in Business.	- Dr. Hari Rajagopalan, Dr. Hubert Setzler, Beth Vegara were hired in 2006, 2007, and 2008, respectively. These hires replace two positions and add one new position in management with a particular expertise in production and operations management and logistics. - In 2008, Dr. Johnathan Munn (new PhD in Economics), was hired to fill the position vacated by Dr. Bezmen. - The position of Assistant to the Dean for Accreditation Support was created in 2008 and the individual hired is expected to have teaching responsibilities and academic credentials appropriate to teach in the area of Management. - A search is currently underway (2008) for the newly created position of Director for the Center of Entrepreneurship with undergraduate and graduate teaching responsibilities in the area

	• of entrepreneurship. • The School of Business plans to hire a PhD in International Marketing for the 2009-2010 year. This will bring this high demand area to three terminally qualified faculty members.
Obtain funding for School of Business initiatives.	• The Kelley Small Business Institute was established in 2005 with recurring legislative funding of $400,000 annually and a mission of serving the Pee Dee Region's small and minority owned businesses through business assistance and education. The Institute participates annually in the NFTE Teacher Training, NFTE Biz Camps, and provides business planning and technical assistance to area businesses. In addition, over 115 businesses have received assistance with developing business plans, and over 50 students have worked in internships. • The Suwannee Kruikit International education fund was established prior to 2004 but has provided over 15 scholarships for international students to study business at FMU during 2004-2008. • In 2008, the Coker-Harrington Student Recruitment Scholarship fund was established for the purpose of providing assistance for the recruitment and retention of out-of-state students with demonstrated academic achievement. • The Nellie Cooke Sparrow Chair in Business was awarded in 2005. • The John L. Kassab Chair in Business was awarded in 2006. • In 2008 the Henry Booker Sparrow Chair in Economics was established.
Monitor changes in enrollment, majors, credit hours and graduates.	• Following the 2001-2002 collapse of the dot com bubble, the number of majors in CS and MIS continues to decline. However the number of individual majors appears to have stabilized and many of these majors have moved into Accounting and Finance. Current action: continue to monitor and offer alternatives for tech-savvy students. (See addendum for a summary of the numbers of majors, credit hours, and graduates)
Increase the opportunity for Business students to have work experience during their college career.	• Development of internship program. Fifty-five students in management have participated in internships since 2005 and the marketing internship program now incorporates 5-8 internships per term. • Maintain current number and improve quality of internships in Management and Marketing. • Internships in accounting finance and MIS are under development. • Accounting students continue to provide supervised free tax return services to Greater Florence community though the VITA program. Ms. Betty David and Dr. Brad Johnson head up the VITA program. • Though the Kelly Small Business Institute, 117 business school students have developed business plans for local area businesses since 2005. • Development of "Connections to Success" event to bring

	together FMU students with local business community.
Increase the opportunity for Business students to have international educational experience during their college career.	• Development of formal participation in the International Exchange program; over 50 students have taken advantage of the program for foreign travel and study. • Students have studied in Germany, Mexico, and Australia. • International faculty: Dr. Hari Rajagopalan (Operations Management) and Dr. Hrishikesh Goradia (Computer Science) from India were hired to increase international experiences of students at FMU. In addition, faculty presented papers and visited exchange programs in Europe and Asia to increase awareness of travel abroad opportunities and bring those experiences back to FMU students. • Beginning in 2008, the University has provided scholarships for students studying abroad to defray some of the cost of travel.
Maintain an up to date curriculum that prepares students for careers in Business.	• 2007-2008, business core quantitative methods sequence reorganized to be more consistent with other business schools and the production operations management content was increased in the management curriculum. • In 2007-2008, Management Information Systems (MIS) curriculum revised to increase the quantitative content of course offerings and increase the subject-content ties and cross-discipline offerings with Management. This is consistent with current trends in business programs and is expected to improve student understanding of real-world business problems.
Maintenance and Improvement of performance on area exams	• Fall 2005, began administering MBA Major Field Exam. FMU students perform better than the national average in all five categories tested. Continue and monitor. • The 2006-2007 changes in the undergraduate ETS exam and for the second year, the relative performance of FMU students compared to national averages is a concern that will be studied in the coming year.
Funding for Assessment activities and Maintenance of Accreditation (new in 2007).	• The Dean and Associate Dean attend the SBAA summer retreat annually and the Dean attends the AASCB annual meeting to remain up to date on changes in AACSB accreditation requirements. • Dr. Kay Lawrimore-Belanger was named the Assurance of Learning Coordinator for the School of Business in spring 2007 and since has attended; a two-day conference concerning AACSB assessment in 2007, a one-day Assessment workshop in Rock Hill, summer 2007, a one-day workshop at FMU for QEP and a two-day AACSB Assessment seminar in November 2007. • The Associate Dean attended the AACSB seminar on Maintenance of Accreditation in summer 2008. • The University has provided an additional $2500 in recurring

	funds to support the School of Business's assessment activities. • The position of Assistant to the Dean for Accreditation Support was created for 2008-2009.
Move Computer Science department to the College of Liberal Arts and create independent Department	• Fall 2007, CS faculty and the School of Business Faculty voted for Computer Science to become an independent department in the College of Liberal Arts starting in Fall 2008. Both votes were unanimous. Due to budget restraints, both the hiring of a Chair and the move has been delayed. It is expected the move will take place for 2009-2010 along with the appointment of a Department Chair.
Increase PhD faculty teaching Computer Science courses to greater than 25%	• In 2008-2009 the Computer Science made two critical hires, Ken Araujo and Hrishikesh Goradia, both PhDs in Computer Science. The hires in CS are the only PhDs in Computer Science department and will teach more than 25% of the upper division computer science curriculum for the 2008-2009 year. • A department chair, also expected to hold the PhD in CS is expected to be hired for 2009-2010.
Provide students with more experience in problem solving	• In 2007-2008 CS students participated in two Extreme Programming Competitions.
CS computer networking lab	• Plan developed by CS faculty including cost and space requirements proposed to the Provost in 2008. Plan on hold pending space.

Chemistry

Issues of Concern 2007-2008	Actions Taken
New faculty need to be hired as a result of changes in teaching loads.	Although the advertising and recruiting process began for hiring an additional instructor, budget constraints forced the cancellation of this position.
Trailer sections need to be offered for general and organic classes.	The fall 2008 schedule was originally planned to include a trailer section of CHEM 102. However, when our new faculty position was cut, the schedule had to be modified and the trailer section had to be dropped. Once the department has sufficient faculty, trailer sections can be added.
A Tutoring Program needs to be developed for assisting students in the lower level chemistry lectures and laboratories.	The Chemistry Tutoring Program was developed and implemented for the 2007-2008 academic years, using funds provided by the State of SC Fund for Women and Minorities in Science and Mathematics. Tutors were heavily recruited from the student affiliate group. Tutors provided assistance with general, analytical and organic chemistry homework and laboratories. Tutors also provided feedback on optimum hours and ways to improve tutoring services. Eight tutors led by a faculty member assisted approximately 175 students from September 2007 to April 2008.

Special courses need to be developed for nursing students	The Chair of the Department of Chemistry talked with the Head of the Nursing Program regarding the need for new courses or changes in the current general chemistry courses. Based on this information, there appears to be no need at this time to modify our general chemistry program as it seems to fit the needs of the nursing majors.
Increase membership and participation in the Student Affiliate Section of the American Chemical Society	Dr. Jennifer Kelley has assumed leadership of the Student Affiliate chapter of the ACS. For 2007-2008, there were a total of 22 chapter members (6 ACS student affiliates and 16 non-student affiliates). For Mole Day (October 23, 2007), the chapter created a bulletin board to make chemistry students aware of Mole Day, how chemists use Avogadro's number and some history about Avogadro. The chapter also had a bake sale to promote interest in our local chapter and to make students aware of Mole Day. Cupcakes were iced with various formulas and elements from the periodic table. On November 16, 2007 two faculty members and four chapter members judged science posters at a local elementary school. These posters were developed during National Chemistry Week activities. On March 27, 2008 two faculty and two chapter members judged the junior chemistry division at the Sand Hills Region IV Science Fair. On April 22, 2008 (Earth Day), the chapter created an Earth Day Bulletin board with information about green chemistry and energy saving tips.
Increase the opportunity for chemistry students to participate in undergraduate research	Four chemistry faculty and ten students attended the Southeast Regional Meeting of the American Chemical Society (SERMACS) in Greenville, SC from October 24-27th. Dr. Kris Varazo and his research student, Dana Gulledge, presented a research poster in analytical chemistry and Dr. Allen Clabo presented a research poster in computational chemistry as part of the formal meeting. Dr. Leroy Peterson and Dr. Jennifer Kelley's research students, Katie Lewis, Sagar Madiwhala, Jonetha Fleming, and Aaron Oxendine presented research posters in inorganic synthesis and Dr. Clabo's research students Ashley Russell and Katie Rosa presented research posters in computational chemistry as part of the undergraduate portion of the meeting. The majority of the students' research was accomplished during the summer and was funded by the National Science Foundation and the State of SC Fund for Women and Minorities in Science and Mathematics. The posters can be viewed on the third floor of the Leatherman Science Facility. Five FMU student affiliate members and one faculty member attended the 2008 South Carolina Academy of Science at Clemson University, March 20th, 2008. All students gave oral presentations on their various research

		projects on inorganic synthesis and characterization. Larnelle Peterson, student affiliate member, won the outstanding male presenter for his presentation, "Synthesis and crystal structures of some inorganic-organic hybrids containing fluorosaccharinate". Dr. Leroy Peterson has been awarded a National Science Foundation research grant funded for collaborative undergraduate research with the University of South Carolina. Dr. Kris Varazo was awarded an EPSCOR-IDEA grant for the fall 2007 semester.
Secretarial help is needed on the third floor.		Due to budget constraints, the Chemistry Department continues to share a secretary with the Physics Department (first floor). This is not an ideal situation and will continue to be revisited as the budget improves.
Examine and apply traditional and new teaching strategies, incorporating new technologies.		Faculty using MSB 304 incorporated the Smart Board into lectures. Several lab experiments were modified in the General and Organic lab programs. Further modifications are needed for both programs. On January 29, 2008 ten students and five faculty members participated in a tour of Roche Carolina Pharmaceuticals which included a tour of the pilot plant.
Office and instructional computers need to be upgraded.		A total of 37 computers were obtained for instructional use. 24 new Lenovo laptops were obtained using lottery money. 13 used Gateway desktop computers were received as a donation from the Biology Department. No faculty computers were updated this year.
Publicity needs to be improved via local media and the University's Community Relations Office		Dr. Jennifer Kelley and members of the SAACS promoted various departmental activities campus-wide and coordinated press releases with the Community Relations Office.
Increase the participation of women and minorities in chemistry		Drs. Leroy Peterson, Allen Clabo, and Kris Varazo are mentoring student research projects utilizing funds from the Women and Minorities Grant. Four chemistry faculty and ten students attended the Southeast Regional Meeting of the American Chemical Society (SERMACS) in Greenville, SC from October 24-27th. Nine of the ten students were women and/or minorities.

	On March 20, 2008 Toby Nelson, an FMU alum and Post Doctoral Fellow at Carnegie Mellon University gave a presentation on his current research and graduate research projects in polymer science. He also provided insights on what is like to be a graduate student, working in a research facility and the importance of a strong undergraduate chemistry background. His presentation was particularly effective because he is an African-American originally from the Pee Dee region.

On April 25th, 2008 two faculty members and three student affiliate members attended the local chapter meeting for the Annual Awards at Claflin University in Orangeburg, SC. |
| Continue general education assessment in CHEM 101 and CHEM 150 | The general education assessment was administered in fall 2007 using the experiment on the conversion of a carbonate to a chloride. |

Education

The School of Education has made general changes over the last year as well as many program specific changes.

Changes made to the School of Education as a whole include:

- Adoption of a more user friendly system that is more readily able to generate the data needed to assess and track teacher candidates.
- Implementation of the Education and Economic Development Act passed in 2005
- Continued review and adjustment of advisement procedures to be more efficient.
- Continued alignment and assessment of programs.
- Creation and implementation of a Middle School major

In the undergraduate Secondary program, a new Social Science major was created with members across other department on campus.

In the graduate programs, revisions were made to the Capstone courses. A new Qualitative Research course was created, while the Capstone sequence was collapsed from three to two courses.

Planned Changes

The School of Education has been in a constant state of change over the last few years in an effort to find a workable assessment system. Now that there is a sound system in place, changes over the next academic year will be minimal. In the next year the School of Education hopes to:

- Continue to refine the system for collecting and scoring student work for assessment purposes
- Continue to refine the alignment and assessment of programs
- Maximize involvement and opportunities offered by the Center of Excellence for Teaching Children of Poverty

- Revise the Mission and Vision Statement for the School of Education to more align with the new Conceptual Framework
- Review and Revise the Graduate Dispositions Rating
- Revise all manuals to reflect these changes.

English

Improvements in Place

Listed below are the actions taken to address the planned improvements from the 2006-2007 report.

- <u>Hire qualified replacements for vacant and soon-to-be vacant positions</u>. The department advertised for several tenure-eligible positions and was able to fill one. As in years past, the department had difficulty hiring rhetoric and composition specialists, but was able to hire the department's first choice for a children's literature position.

- <u>Work with School of Education to determine future of secondary certification program</u>. During the past academic year, the department worked closely with the School of Education to revise substantially the teacher certification program. The new program has been approved and is included in the 2008-2009 Catalog. Initial reaction indicates that this program will help attract more qualified students.

- <u>Continue to invest in technological upgrades</u>. The department secured funding for one additional smart classroom. Because of operational budget restraints, the department was unable to complete additional technological upgrades.

- <u>Investigate the feasibility of an exchange program with an Irish university</u>. Dr. Rebecca Flannagan has identified the National University of Ireland, Maynooth, as a strong potential partner for an exchange agreement. This past spring, university officials traveled to Maynooth.

Issues of Concern	*Actions Taken*
<u>Upper-division curriculum in need of revision</u>. During the fall semester, the Curriculum Committee identified potential weaknesses within the upper-division curriculum.	The Curriculum Committee began a detailed study of the upper-division curriculum and will report its findings and recommendations when complete.

Art Education

PLANNED IMPROVEMENTS

- In addition to a major revision of art education courses discussed above, the art education faculty are considering adding a practicum requirement to at least one of its courses. This will allow students to test the knowledge they have gained in their coursework in a classroom setting.

- The art education faculty believes that one of the biggest needs for the Francis Marion University art education program (and for the university's visual arts programs in general) is to bring in more visiting artists and art educators to the university. Both art education faculty and art education majors believes there is a need to bring in more practicing artists to art education classes. This is an area which we have identified as in need of improvement.

- The art education faculty also want to upgrade the technology available to our students. We would like to upgrade the software on the computer in FA Room 212, the room used to teach ARTE 416, ARTE 501, and ART 101 classes. Programs such as PowerPoint especially need to be upgraded. We are also considering the possibility of integrating Live Text technology and podcasting into art education courses. Finally, adding more up-to-date computers and computer software in FA Room 202 remains a goal for the program.

- Finally, the art education program plan on working more closely with area schools. One faculty member received a grant to introduce safer printmaking technology in local schools. He plans to offer his services as a guest artist to selected area public schools in the 2008-2009 school year.

CHANGES IN PLACE

- The faculty continues to add holdings to its educational resource center consisting of books, educational resources, and an archive of student work. Over the past year, approximately a dozen items were added to the center. The center has been developed to supplement course assignments and to help students meet certification requirements.

- The faculty continues to use the Florence Museum of Art, Science, and History as a major resource. Unfortunately, the planned internship of ARTE 416 students at the museum has not taken place at this time. The ARTE 416 students did assist the museum by making an educational-based project. The faculty is still seeking to make the internship a reality and they hope to integrate the internship in the near future.

- The faculty introduced an exit questionnaire and interview for graduating art education majors within the this year. These instruments have provided the faculty with valuable information from graduating seniors about the program. We plan to continue to use these in the future.   As mentioned elsewhere in this report, the program was also able to re-start the National Art Education Association Student Chapter this year.

- Finally, plans are underway to advertise the university's fine arts programs by way of brochures. The art education faculty believes this is an important need because of the decline in the number of art education majors in recent years. The decline is due to several factors. Among these include increases in student tuition and related expenses, more stringent academic requirements on the part of the art education program, the increase in required tests needed for teacher certification in the State of South Carolina, and the increase the numbers of individuals seeking alternative means of teacher certification. A number of teacher vacancies in our area have been filled by teachers who have pursued alternative means to teacher certification. Nationally, this trend is expected to grow in the coming years. Individuals who pursue alternative means of certification in art education in South Carolina must hold a valid university visual arts degree and still must pass the required Praxis II tests, but do not have to take a significant amount of the coursework nor the Praxis I tests which art education majors must pass.

Theatre

Issues of Concern	Actions Taken

2006-2010 The policy and cycle of awarding scholarships. *(A concern expressed by NAST [National Association of Schools of Theatre] during 2006 visit.)*	The faculty had attempted to award scholarships earlier than the start of the fall semester. At least half of available scholarships have been awarded prior to the start of the fall semester in the last two years. The goal is to have all scholarship money awarded prior to the start of the fall semester. This year faculty will be visiting more high school events in an attempt to use scholarship money more effectively as a recruitment tool.
2006-2011 The over-use of the HFAC Theatre and the "lack of additional instructional space". *(A concern expressed by NAST [National Association of Schools of Theatre] during 2006 visit.)*	Unfortunately, there is little the department can do about this situation currently. The delay of the construction of the new Performing Arts Center means instructional space will be at even more of a premium as we begin a new Music Business major this fall. However, the plan is for the new Performing Arts Center to be completed by Spring 2010, so hopefully the 2010-2011 academic year will see an improvement in this area as the center will contain classroom and rehearsal space for the Music program as well as new performance spaces for the Theatre program.
2006-2009 Lack of publicity	Continual efforts are being made to improve publicity via local media and the University's Community Relations Office. In the past year, though, publicity has improved dramatically in local newspapers. The plan in the next year is to create a brochure to be used for a departmental mailing.
2006-2009 Alumni Data	Theatre arts faculty will continue to revise and further develop the current theatre arts alumni survey to more accurately gather needed information that will facilitate strengthening of the program and assisting current students upon graduation. We hope to place the survey online in the next academic year so that alumni visiting our website will have easier access to the survey.
2007-ongoing Recruitment and Scholarships	FMU will be hosted the Palmetto Dramatic Association (PDA) competition in February 2007 and will do so again in February 2008. As a result of this year's event, we actively recruited several students and hope to have several new majors in the fall as a result. University administration had been in the process of developing an annual event to be used primarily to raise scholarship money for music and theatre students. The event was to have occurred in 2007 but did not happen. The hope is that the inaugural event may soon occur. Theatre faculty is currently in discussion about fundraising for theatre scholarships. Obviously, these issues will be ongoing.
2006-2008 Lack of real world experience	Thanks to financial incentive from the department, the faculty was finally able to convince students to attend the SouthEastern Theatre Conference in March 2008. The plan is to continue to offer incentives to students so that they begin to experience and understand the professional world as early as possible in their education.
2005-2010 Need for improvement in movement skills among actors.	Once again, adjudicators pointed out a weakness in movement skills among upper-level acting students. In the past two years, the acting faculty has dedicated more time in lower division acting courses to develop the students' awareness of character physicalization and movement (Theatre 203: Acting I and Theatre 205: Acting II) and will continue to so. Faculty is also looking at the possibility of bringing in outside artists for specialty workshops.

History

Issues of Concern 2007-2008	Actions Taken
Hire a tenure track historian with specialization in American South who can also teach African American and South Carolina and with a subfield in Public History.	- During fall 2007, the Department advertised for a qualified historian. The search ended successfully with the hiring of a historian with the appropriate qualifications. **Closure Spring 2008: New historian meets expectations**
Modify the course description for Hist 203, "European History to the French Revolution," to include the ancient Greek and Roman antecedents of European History.	- As originally described, Hist. 203 began with the High Middle Ages. The Department wrote and submitted for approval a new description for Hist 203 that includes the ancient antecedents of European History. **Closure Spring 2008: The faculty approved the proposal, and the new course description will appear in FMU *Catalog* 2008-2009.**
American military history course cross listed with the ROTC Program.	In coordination with the ROTC Program, the Department prepared the paperwork necessary for approval of a course in American military history cross listed with the ROTC Program (Hist 406/MSC 406). The proposal entered the faculty approval process in late spring 2008.
Behavioral Outcome: Only 4 of 6 papers were satisfactory	Watch to see if a trend is developing.

Library

Improvements in Place

During this fiscal year Rogers Library has initiated the following significant improvements in its program:

- *Implemented limited organization restructuring for FY 2007-2008, providing the opportunity to reinvent our staffing structure; three of our staff members were impacted directly by these changes—in Serials and Acquisitions. One Public Services Serials position was transferred to Technical Services, and within Technical Services two positions were changed to affect more efficient work flow, as recommended by department heads. These improvements in how we are structured show improved efficiency and effectiveness and produced the sought-after outcome of improving services and affording staff greater leadership and creativity opportunities;*
- *Implemented expansion of the Progress Energy Technology Center after receiving a $50,000 grant for replacement of forty-eight 2002 or older computers and subsequent relocation of the lab to a more spacious area in the Library;*
- *Rearranged Index Area so as to create more efficient space utilization, compacting seldom used print indexes and adding more seating space for reference area use;*
- *Relocated 12 inch shelving from Bound Journals collection to Circulating Oversize section so as to meet need for increased space for art and other oversized volumes;*

- *Installed new high speed cabling to all public computers, replacing 10 mb/s wire with 100 mb/s cabling;*
- *Installed upgraded cabinetry and switches in Computer Room to interface with fiber optics and new high speed cabling;*
- *Wrote successful IT grant proposal to fund "Creative Learning Lab" in Rogers Library;*
- *Wrote successful QEP grant proposal to fund three library internships during the summer of 2008;*
- *Continued implementation of a second-generation integrated library system as a member of ALPSC, the Academic Library Portal for South Carolina, an eight-member consortium whose sole function was to identify and acquire a second-generation integrated library system. During FY 2005-2006, such a system was implemented by the participants--USC, Clemson, South Carolina State, the Citadel, the College of Charleston, Florence-Darlington Technical College, Aiken Technical College, and FMU;*
- *Brought up* FMU node of "PASCAL Delivers" early in 2007, in conjunction with 59 other PASCAL partners to date, including 38 with full lending and borrowing functionality, of which FMU was one of the first participants; end-of-fiscal-year statistics will show that "PASCAL Delivers" has proved to be very popular with our users, averaging over 90 transactions per month;
- *Discovered that FMU holds almost 55,000 unique bibliographic records in the combined "PASCAL Delivers" database and its current thirty-seven academic libraries' holdings; thus we have almost 55,000 titles that no other PASCAL library owns (has loaded into the massive state database);*
- *Via PASCAL began implementation of systems integration of a group of six state private colleges whose library systems were not compatible with the ALPSC's system; the six are now migrate to a shared system from the same ALPSC's vendor (Innovative Interfaces, Inc, or "III");*
- *Noted continued increase of electronic access statistics during the fiscal year, from 143,000 in FY 2004-05 to more than 175,000 during this fiscal year;*
- *Continued to use consortia purchasing to avoid costs of electronic resources when purchased by individual libraries;*
- *Continued leadership role in PASCAL, the Partnership Among South Carolina Academic Libraries;*
- *Expanded access to electronic information thanks to "Collegiate DISCUS," the access provided by legislative funding of this project through PASCAL and the South Carolina Commission on Higher Education;;*
- *Worked to maintain state funding for "Collegiate DISCUS" and other PASCAL initiatives;*
- *Offered wireless access throughout library facility;*
- *Offered color printing to services provided for customers*
- *Planned and implemented 2008 statewide annual LIBRIS Conference for all academic library employees, thereby aiding professional growth and development opportunities for FMU library staff members;*
- *Discontinued a small number of periodical subscriptions as a result of departmental discipline-specific holdings evaluations and decisions;*
- *Continued revising library's web pages so as to simplify and expand access to myriad digital resources and traditional library services;*
- *Continued to emphasize library's public relations operations to better promote library services to its customers;*
- *Continued project to replace all overhead lighting with more effective and more energy efficient bulbs (some areas were dark, especially stack sections where fixtures were few and far between);*
- *Continued to provide computer competent student workers for the Progress Energy Lab so as to better meet needs of customers seeking assistance;*
.

Planned Improvements

As a result of findings from the various assessment activities, Rogers Library's planned implementations include the following changes, additions, etc.:

- *Increase "Universal Borrowing/PASCAL Delivers" services as other South Carolina institutions add their bibliographic holdings to the online catalog;*
- *Continue to refine structuring of library staffing so as to provide enhanced services and enable staff to expand leadership skills and increase opportunities for creative solutions within the various areas of services;*
- *Replace retiring library dean with interim dean from current library faculty;*
- *Replace cabling to all staff PCs so as to enhance response time;*
- *Upgrade connectivity hardware in computer room in concert with higher speed cabling noted above;*
- *Acquire additional PCs to complete Progress Energy Technology Center improvements;*
- *Create a "Creative Learning Center" in location of old lab, thanks to funding from an FMU IT Grant Proposal;*
- *Write grant proposal for additional IT enhancements, including a :Collaborative Learning Center" and upgraded laser printers;*
- *Continue to seek ways to implement academic departmental liaison so that each academic department is linked to a librarian who works closely and deliberately with that discipline to improve and expand library services to that area;*
- *Continue to use appropriate professional growth and development opportunities to improve staff training, staff technological advancement, and staff's ability to serve patrons;*
- *Continue to seek methods to improve funding for books and thereby acquire more books, while continuing to provide strong level of access to digitized information;*
- *Continue to expand public relations work so as to promote library services and how learners profit from those services and resources;*
- *Maximize utilization of the myriad electronic resources to which the library provides access;*
- *Continue to enhance web presence to conform with changing campus templates and to facilitate user interface and access;*
- *Implement staffing replacements as retirements occur;*
- *Continue and expand relationships with PASCAL, SOLINET, ALPSC, DISCUS, the Carolinas Consortium, Sci-Finder Scholar Group, South Carolina Science Direct Buyer's Club, and other consortia endeavors to contain or avoid costs, expand offerings, and improve programs;*
- *Continue a staff development opportunity consisting of monthly reviews of professional literature*
- *Continue a new staff development opportunity involving staff-originated annual interactive day of team building, campus involvement, and outside presenters;*

Mass Communication

Bold face indicates 2007-2008 activity

Issues of Concern 2003-2008	Actions Taken
Hiring and replacing qualified faculty with diversity of skills and demographic background.	- Added faculty with web/ photography skills. **Added faculty with broadcast performance skills.** - Added first tenure track female 2005, two others since. - Added first tenure track African American.
Issues of Concern 2003-2008	**Actions Taken**

Calibrating curriculum with evolving standards of the professions.	• **Added 10 courses including Broadcast Presentation Skills and Introduction to Sports Broadcasting.** • Consolidated History of Broadcast and Print Journalism. • Reconfigured courses in Convergence Journalism track. • **Separated Media Law and Ethics, 2007.** • Created skills ladder to show connectivity of courses. • Created editing labs for video editing and photojournalism. • Added two speech courses. • **Opened discussions with the English Department to offer a cooperative visual journalism minor. Discussions with the Graphics Arts reached a stalemate.**

Issues of Concern 2003-2008	Actions Taken
Adjusting the programs: foundation and track requirements in major, minor and collateral.	• Deleted public relations from Convergence track. • Developed collateral in speech, mass communication. • Changed track requirements to permit greater choices. • **Fifth track developed; to be proposed next year.**

Issues of Concern 2003-2008	Actions Taken
Advancing academic integrity	• Developed academic honors code and pledge. • Developed and implemented admission form for major. • Instituted a minimum grade of C in all prerequisite courses. • **Posted honor code to department website.**

Issues of Concern 2003-2008	Actions Taken
Expanding experiential learning opportunities for students.	• Provide more and diverse internships. • **Posted updated internship brochure to web site.** • **Established a departmental QEP committee.** • Drafted assessment tool for experiential learning. • **Partnered with WBTW for U-News platform.** • **Prepared practicum course. (Approved by AAC and will advance through the final approval process next year**).

Issues of Concern 2003-2008	Actions Taken
Connecting with professionals beyond campus borders.	• Established Professional Advisory Committee. • Hired WBTW news director as adjunct faculty. • Employed Morning News reporter as teaching assistant. • **Having professionals on campus: Martha Teichner, CBS and David Hart, WBTW, for major events.** • **Created social web sites to link alumni and students.**

Issues of Concern 2003-2008	Actions Taken
Encouraging, advising, monitoring student progress.	• Created and updated department tracker of majors. • Circulated pre-advising circulars each semester. • Reactivated Student Media Association. • **Sponsored 1st department honor ceremony.** • **Add student resources to department web page.**

Issues of Concern 2003-2008	Actions Taken
Obtaining designated classroom and updating technology.	• Purchased 4 video cameras for broadcast track 04. • Added five I-Mac computers for video editing. • Added six digital cameras for photojournalism. • Secured 25 site licenses for Adobe Creative Suites. • **CEMC 107 remodeled, newer computers added as video editing suite for broadcast journalism.** • **New equipment ordered with $10,000 IT grant.**

Issues of Concern 2003-2008	Actions Taken
Encouraging global awareness.	• Numerous foreign students enrolled in our courses. • Multiple FMU students studied abroad. • Chair visits colleagues at sister college in England. • **Foreign Reporting added to International Studies.** • **Faculty member lectured during summer in Taiwan at two different universities.**

Mathematics

Issues of Concern 2007-08	Actions Taken
Success of students in calculus courses	QEP grant awarded to provide optional Calculus Recitations to students enrolled in any calculus course Discussion of revision calculus courses to four credit hours and implementation of required lab component
Informal interaction of majors	Creation of a Math Study Lounge in Department for math majors
Use of technology in courses	Inclusion of Maple 11 and Matlab in calculus and linear algebra courses Installation and incorporation of Podcast system in LSF306
Number of women and minorities in math and sciences	Plans to host an American Mathematics Competition in middle school for 8th graders

Personal assessment of program by graduating seniors	Implementation of Exit Interview by Chair of Mathematics that is independent of Math 499 Instructor

Physics

Improvements in Place

- Dr. Jokisch obtained a $10,000 grant from the Instructional Technology Committee for the purchase of CPO Science physics equipment and has written several laboratory experiments associated with this equipment for use in the department's introductory courses.

- Several of the department's faculty have incorporated the Turning Point presentations into their courses. This system includes the use of PowerPoint presentations coupled with radio frequency "clickers", which allows the students to respond to presented questions and get immediate feedback. This approach facilitates direct engagement of the students in lecture and serves as a diagnostic tool for the professor.

- A new course, PHYS 220, Computational Methods for Physics and Engineering, has been approved and added to the department's requirements for the physics and pre-engineering majors. The motivation for this new course stems from several perceived problems with the computational component of these majors. Students will be exposed to a wide variety of computational tools including Excel, Matlab, Maple and Vpython.

- Dr. Fulmer has incorporated the use of an electronics circuit simulation software package into the Electronics course (PHYS310). The software allows students to assemble virtual circuits in a graphical user interface complete with virtual measuring and test equipment so that they can sharpen their skills in circuit assembly and testing.

- The department acquired additional computational abilities to the Nuclear Radiation Physics course (PHYS416). The commercial software package, Microshield, is an industry-recognized standard for performing gamma ray shielding calculations. Dr. Fulmer developed a new laboratory exercise where students learn the point kernel techniques used by Microshield to perform shielding calculations for a realistic real-world scenario that previously would not have been possible.

- In addition to the department's formal recruiting effort, the South Carolina Physics Scholars Institute (SCPSI), the students themselves organized and carried out their own "mini" version of SCPSI, which they called the Pee Dee Physics Day. Local area high school students were invited to the campus on a Saturday and performed many of the same activities used in SPSCI. This effort was entirely conceived by our students and was run with limited faculty involvement. It is anticipated that this may become an annual event that will supplement the department's recruiting efforts.

Planned Improvements

- The faculty members involved with the Health Physics program have developed a new course, PHYS 418: Practical Applications of Health Physics. This 3-credit hour course will give health physics students familiarity with applications of health physics principles.

- Another new course is being developed for the Health Physics major, PHYS 210: Introduction to Radiation Protection. This 1-credit hour course will serve to introduce health physics

majors to the fundamental principles involved in their major during the sophomore year. The course will further prepare students for working safely in a radiation environment.

- The laboratory manual for the introductory physics courses is being revised and will include several new experiments.

- Changes to the South Carolina Physics Scholars Institute (SCSPI) are being considered, most notably moving the timing of the event from the spring semester to the fall in order to make earlier contact with prospective students. In the past academic year, three of the twenty-nine attending students are known to have committed to Francis Marion. The department hopes to improve upon these results.

Political Science

Issues of Concern 2007-2008	Actions Taken
Hire a tenure track historian with specialization in American South who can also teach African American and South Carolina and with a subfield in Public History.	• During fall 2007, the Department advertised for a qualified historian. The search ended successfully with the hiring of a historian with the appropriate qualifications. • **Closure Spring 2008: New historian meets expectations**
Modify the course description for Hist 203, "European History to the French Revolution," to include the ancient Greek and Roman antecedents of European History.	• As originally described, Hist. 203 began with the High Middle Ages. The Department wrote and submitted for approval a new description for Hist 203 that includes the ancient antecedents of European History. • **Closure Spring 2008: The faculty approved the proposal, and the new course description will appear in FMU *Catalog* 2008-2009**.
American military history course cross listed with the ROTC Program.	• In coordination with the ROTC Program, the Department prepared the paperwork necessary for approval of a course in American military history cross listed with the ROTC Program (Hist 406/MSC 406). The proposal entered the faculty approval process in late spring 2008.
Behavioral Outcome: Only 4 of 6 papers were satisfactory	• Watch to see if a trend is developing.

Nursing

Issue of Major Concern	*Action Taken*
Poor performance of admission Medication Math Test	Adopted new textbook which allows the student to have on-line resources. Pass rate at 99%
Poor performance in NURS 302: Principles of Pathophysiology	Implemented weekly unit tests (12). Out of 20 students only one failed

Performances on HESI Tests were acceptable at the national composite score, which after analysis did not improve our student's ability to perform well on the Exit Examination as well as on the NCLEX-RN Exam.	Changed Progression Policy which will tie performance on the HESI Tests to progression in the curriculum. Increased the passing score to the HESI Predictor Scores rather the national composite scores.
Lack of Nursing Faculty on College Committees	Have nursing faculty names placed on ballots. One nursing faculty member served on the QEP Committee and an Honor Council Committee and University Accreditation Committee. Elected new nursing faculty senator
Lack of tenured Nursing Faculty	3rd year review completed by the Department of Nursing. Feedback given as to how each faculty that is on a tenure track can improve.
Lack of Human Simulator	Working with the Foundation Office to visit clinical agencies and enlist support for the purchase of a Human Simulator.
WEB Site Development	Working with Computer Resources to have the Web site up and running by mid Fall 2008.

Psychology

Issues and Actions for 2007-2010 Cycle	
Issues of Concern	**Actions Taken**
Coordination of course requirements in Psychology 302 (Statistics I and Measurement) and 303 (Statistics II and Design)	• Actions taken in 2006-2007 did not alleviate the problems with coordination of these two courses. • A new series of discussions with more explicit changes in content and methods was begun in Spring, 2008. These workshops/discussions will continue during Fall, 2008. • The coordination of these courses with the upper-level content/research courses was added to the discussions during Spring, 2008.
Research workbook	• Development of a research workbook for use in Psychology 302 and 303 has begun.
Remodeling of laboratories to meet requirements in graduate and undergraduate research/instruction and faculty research.	• Plan for remodeling was approved but only new offices have been completed. • Plan has been revised and first priority is to convert former child research room into a graduate/senior student work room and an advanced clinical laboratory. • Plan has been revised to turn Room 229D into a classroom for introductory psychology lab and a counseling/therapy session room.

Graduate and senior student access to advanced data analysis system.	- A $5000 grant through the QEP budget was used to establish a Quantitative Data Analysis Laboratory. - The new laboratory consists of: - Work station - All major SPSS modules - File storage - Log book - Statistical manuals - Laboratory will be operational for Fall, 2008
Use of iClicker for feedback in class.	- Majority of the department now use this system. - Need to evaluate its effectiveness. - Offer intra-departmental training
Psychology Club	- Students only rated the functioning of the Psychology Club negatively. - Club was closed for the Spring, 2008 - Evaluation and planning for revitalization of the Club to begin in Fall, 2008.

Master's of Science in Applied Psychology

Issues of Concern 2007-2008	Actions Taken
Overall MSAP Program Issues:	
Recruitment for MSAP applicants remained an issue that needed addressing	- Flyers were created using the new FMU brand and were mailed to over 300 undergraduate institutions. These flyers described the MSAP program and included a response card that interested students could tear off and mail to FMU to request more information. - The Department continues to develop ideas for improving the recruitment process.
The MSAP program recognized a need to strengthen ties to community agencies and practitioners in order to facilitate applied training experiences for MSAP students.	- We are in the process of seeking adjunct status for those involved in training MSAP students in the community. The goal of this process is to offer such perks as library and other campus privileges to those who work closely with our MSAP program.
Need for more formalized process of assigning scholarships and assistantships to MSAP students	- Implemented an application process for assistantships and scholarships and created a more structured procedure for awarding these on the basis of merit. All students (incoming and presently enrolled) interested in receiving such aid complete the form. This process was developed during 2007-2008 and was first implemented at the end of the Spring 2008 semester for aid beginning in Fall 2008. - Informational flyers describing assistantships and scholarships available were created for distribution to all students.

Wording in the FMU *Catalog* needed to be revised to more clearly communicate the admissions standards and process for entry into the MSAP program.	- The MSAP entry in the *Catalog* was modified to more clearly convey the following:
	
	   A. that the clinical/counseling psychology internship requires a six-month commitment, and that not all prospective or admitted students are required to meet with the program Coordinators, but only those who are admitted to the program;
	
	   B. that non-degree students cannot simply take a graduate course for personal interest, but rather these courses are open only to those seeking professional development;
	
	   C. that applicants are expected to have earned a minimum GPA of 3.0, which is the level of performance required in the graduate program; that all applicants are expected to have completed an introductory psychology course and a behavioral statistics course; that the Department is moving to a combined GRE score recommendation for admissions consideration; that recommendation letters from former professors in academic settings are preferred; that the personal statement should be about 500 to 750 words (to discourage statements that are too brief and to allow applicants sufficient space for elaboration and explanation); that the admissions process involves a review of applications and approval by the Graduate Council;
	
	   D. that the admissions deadline for fall admission has been moved up one month (from April 15 to March 15);
	
	   E. that average GRE scores and GPAs for recently admitted students will be available via the Department's webpage;
	
	   F. that the Department is dropping the procedures outlined under "Admission to Candidacy."
	
	These changes will be effective in the 2008-2009 *Catalog*.

The MSAP program's accreditation from the Masters in Psychology Accreditation Council (MPAC) expired in February 2008.	- The re-accreditation process was undertaken, and the program was fully reaccredited by MPAC through February 2018.
The Department continues to seek means to provide greater financial support to MSAP students.	- During 2007-2008 the Department added two new scholarships bringing the total to seven. In addition to the eight graduate assistantships reported in the last IE report, the FMU School of Education now employs four MSAP students as graduate assistants and an assistantship has been added for the Center for the Child. This bring to 13 the total number of MSAP graduate assistants.
Clinical/Counseling Option Issues:	
The Clinical/Counseling option is in need of input from community advisors and supervisors of MSAP practicum and internship students	- A luncheon and advisory meeting is being planned for early in the Fall 2008 semester.
Need for more structured program assessment in the Clinical/Counseling option	- Trial implementation of end-of-program evaluation form to be completed by graduating students. - Will more formally administer the form in 2008-2009 as part of students' internship capstone experience to help insure completion of the survey by all graduating students?

Need for curriculum changes to enhance the Clinical/Counseling program and place Individual Psychotherapy (PSY 636) earlier in the curriculum	- Prerequisites to PSY 636 (Individual Psychotherapy) were modified so that, beginning in Fall 2008, this course will be taken prior to other therapy courses (i.e., PSY 633 – Group Psychotherapy, PSY 643 – Couples and Family Psychotherapy)
A clinical faculty member has been lost due to retirement (Dr. Tom Dorsel), bringing the number of clinical faculty from 4 to 3.	- A faculty search was begun in 2007-2008. The position remains unfilled, and a search will be undertaken again in 2008-2009.
Need to more formally structure practicum experiences linked to applied courses.	- A system of student evaluation of practicum sites was implemented on a trial basis during the Spring 2008 semester. - A faculty member has taken on the role of practicum coordinator with the goal of streamlining practicum placements in the community. Such a position also will help enhance ties to community practitioners and agencies. - Plans are in place to increase the continuity of students' practicum placements. Faculty members are exploring the pros and cons of year-long placements versus placements linked to specific courses.
School Psychology Option Issues:	
Continue exploration of steps necessary to modify the school psychology option to a specialist degree program.	- A query was sent to the SC Commission on Higher Education to request guidance regarding how to proceed with a specialist degree proposal. The CHE response presented potential activities to pursue during the 2008-2009 academic year
Revise course numbers and descriptions to clearly indicate the specialist level training provided by the option and prepare for movement toward granting of a specialist degree.	- Numerous catalog changes were submitted and approved by the department, the graduate council, and the faculty senate. Thus, future catalog information will more clearly describe the specialist level nature of the training provided by the program, including 700 level numbering for advanced course and practicum work.
Revise internship and practicum field supervisor rating forms and log forms to more clearly assess NASP training skill domains.	- Rating forms were revised and placed into use during the 2007-2008 academic year. Data now more clearly reflect student mastery of NASP domains. Log forms were revised to reflect more internship and practicum activities and to be automatically tallied as entered in a computer by the practicum or intern student.
With the addition of a third school psychologist to the faculty, reassign course assignments to reduce dependence on adjunct faculty and provide appropriate expertise in course instructors.	- Course assignments were reallocated among faculty to reflect training and expertise and reduce the need for one adjunct faculty member.

Program goals required more close alignment with NASP training standards and skill domains.	- Program goals were aligned with NASP domains. New goals were written and added. Faculty members were instructed to use program goals as guidance during syllabus and training experience development activities, and specifically during skill development assessment of students in courses and practica.
The School Psychology option is in need of input from community advisors and supervisors of MSAP practicum and internship students; community advisors also need to be updated regarding progress toward developing the specialist degree.	- A luncheon and advisory meeting will be planned for mid Fall 2008 semester. - Faculty will discuss whether a current employer survey and/or alumni survey is needed at this time.

Sociology

Issues of Concern 2002-2008:

1. Develop and expand curriculum concentration in Criminal Justice

Actions taken:
- Created program in cooperation with Political Science faculty
- Created three new courses taught by then current faculty
- Hired new faculty member with specialization in criminology

2. Organization and variety of elective courses

Actions taken:
- Revised elective offerings with different categories and new numbering
- Created one or two additional electives in each of three categories

3. Enhance scope and quality of students' analytical skills

Actions Taken:
- Add research projects to several classes
  1. Content analysis in 202
  2. Use of qualitative analysis software in 202
  3. Analysis of existing data with case study and poster presentations in 407 and 419
- Using I.T. Committee grant, GIS software (ArcInfo) was purchased and installed on all faculty computers and all computers in student lab (ArcView). Dr. Eargle and Mr. Lillis have outlined specific plans for use in fall semester classes.

4. Purposes, content and students' perceptions of theory course (Soc. 425)

Actions taken:
- Assigned readings placed less emphasis upon early theorists and minor contemporary theories.
- More emphasis placed upon theoretical thinking skills and use of theories in contemporary research.

5. Upholding Academic Integrity:

Actions taken:
- Observed and reported incidents of plagiarism and cheating.
- Faculty discussed forms of academic dishonesty and responses with assistant provost; agreed on changes in syllabi and issues to be addressed in classes.

Student Affairs

Goals and Objectives

1. Increase the level of professional development activities among the student affairs staff.
   A. Every staff member must participate in a minimum of one educational or developmental program provided by a professional organization in their field.
   Every professional staff member who has served in their position for at least one year has participated in a professional development activity relating to their field. Examples include participation and/or attendance at professional conferences (NASPA, NIRSA, NAFSA, SCCPA) and participation in presentations via the World Wide Web. All staff members are provided professional resources via publications and journals relating to Student Affairs, and their areas of responsibility.

   B. The Division of Student Affairs will provide a minimum of five opportunities for professional staff members to participate in professional developmental activities through presentations, web-seminars, or other group methods.
   The Student Affairs Staff have participated in developmental activities during the previous year with topics including legal & liability issues, student privacy & FERPA, On-line Communities, Media Relations, Crisis Communication, and Effective Utilization of the World Wide Web.

2. Review and revise all departmental assessment activities to ensure that the data regarding the outcomes for each area is gathered, reviewed, and assessed for improved services.
   A. Each department is required to identify, develop, and implement assessment tools that gather quantifiable data regarding the effectiveness of the departmental programs, activities, and services.
   Progress is being made in this area, with some departments having greater success than others. The Office of Career Development, Office of Counseling & Testing, and Office of Multicultural & International Affairs have made more progress than the other offices at this time.

   B. Each department is required to include the assessment plan in the annual report, including improvements based upon the results of the assessment activities from the previous year(s).
   Offices that created assessment plans have included them in their annual reports.

3. Review, revise and/or create divisional promotional and educational publications.
   A. Create and publish an informational document about the Division of Student Affairs.

   The Student Affairs Web Page serves as the main source of information regarding the services and activities sponsored by the member departments, and has been maintained in an effective manner.

   B. Provide support for each department to create and publish informational and educational documents regarding the department, activities, or services in a consistent manner.
   Department heads have been encouraged to consult with the Office of Public and Community Affairs to achieve this goal, and have reported to be making progress toward the creation of new informational brochures regarding their services.

Recent Events
- The Division of Student Affairs held its annual planning retreat on July 24, 2007. During the retreat, the Student Affairs staff reviewed and revised the divisional mission statement (see attached),

presented annual goals and objectives for each department, and planned events for the upcoming academic year. Additionally, the Vice President and Dean of Students led a discussion reviewing the purpose of Student Affairs within the University Community.

- The Vice President and Dean of Students, working collaboratively with the Chief Information Officer and Chief of Police, selected an emergency notification system for the campus community that utilizes text-messaging to alert members of the FMU community of critical situations.

- Student Affairs staff members participated in the FMU Orientation program throughout the summer in the following capacities:
  A. Dr. Rebecca Lawson coordinated English Placement Testing and, along with Darryl Bridges (VPSA), coordinated several presentations and panels relating to the parent and guest programs.
  B. Dean Teresa Ramey and members of the Dean of Students staff presented two presentations to student participants, assisted with check-in activities, and provided support during course registration.
- Implementation of the cooperative ROTC program in conjunction with the University of South Carolina at Columbia. The Vice President for Student Affairs serves as the administrative liaison for the Army ROTC program at USC. During the past year, this collaboration has resulted in the presence of ROTC personnel on the FMU Campus with a full course of curriculum offered on-site.

- During the past year, the implementation of the Swamp Fox Alert System, including integration with the FMU web site, marketing the system, formulating procedures for implementing the system, and activation, has been accomplished.

- The Advancing Rural Community Health (ARCH) program has been established as part of the FMU Rural Assistance Initiative. Major accomplishments include:
  - Recruitment and selection of a Physician to implement the program. Dr. Paul DeMarco serves as the Director of Community Health Programs and administrates the ARCH program.
  - Implementation of the ARCH Medical Screening Program.
  - Establishment of the ARCH Internship program, to include collaboration with FMU Faculty relating to academic credit, as well as the selection of internship sites in rural communities.
  - Selection and assignment of Kassab Fellowship Recipients, who are undergraduate students who participate in the ARCH program.

Writing Center

Improvements in Place

- Two faculty members delivered successful presentations at the College Composition and Communication Convention in New Orleans, LA, in April 2008.
- Two faculty members delivered successful presentations at the Southeastern Writing Center Association Conference in Savannah, GA, in February 2008.
- Quality Enhancement Plan (QEP) grant funds covered the expenses for five undergraduate Writing Center consultants to participate in the Southeastern Writing Center Association Conference in Savannah, GA, in February 2008.
- QEP funds ($5000) were granted for undergraduate travel to SWCA 2009.
- A new study of metacognitive development skills exercised by alumni writing center consultants was conducted.
- Eight new tutors were recruited and trained by the director and assistant director during the 2007-2008 academic year.
- Tutor training has increased in frequency this year, with more formalized, semi-monthly skill-based sessions on tutoring strategies. Guests have included staff from the counseling center and Rogers Library.

- Writing Center administrators and staff assisted faculty, staff, and students with adjustments to the new APA style for electronic references.
- Writing Center administrators and staff assisted with review and development of documents for the SACS accreditation.
- The director conducted summer orientation workshops for incoming students to acquaint them to academic support services prior to the start of fall classes. The director also conducted summer orientation sessions for parents.
- The director has reviewed computer software upgrades with Campus Technology staff.
- One old monitor was replaced with newer one cycling out of a faculty offices.
- A new English 112 advertising strategy was implemented to target second-semester composition students who receive lab assistance in the English 111 course.
- A new program pairing English 111 students with Writing Center Consultants was developed.

Planned Improvements

- Examine funding to maintain current services and support undergraduate student wages.
- Implement "Write on Target" program (pairing students and tutors for a semester-long learning experience) for English 111 students.
- Coordinate ghosting of Writing Center computers and installation of Office 2007.
- Implement Adobe Web Premium Suite on Writing Center computers.
- Develop podcasts for advertising Writing Center services and information.
- Update Writing Center website to comply with new design standards for the FMU website.
- Purchase one new tutoring table and supplementary reference books in Fall 2008.
- Utilize QEP grant funds ($5000) for undergraduate travel to SWCA 2009.
- Continue planning and coordinating data collection strategies with the university's Campus Development Team.
- Coordinate study of affective development in student users of Writing Center services.
- Investigate options for offering year-round Writing Center services.
- Increase number of VERB resources.
- Continue investigation of email delivery for instructor notes.

Pursue naming possibilities for the Writing Center in conjunction with the university development office and the Dove Commission for the renovation of Founders Hall