



College of Liberal Arts

#9 Plan cycle - 9

Plan cycle 2023/2024

7/1/23 - 6/30/24

Introduction

The College of Liberal Arts (CoLA) has as its main purpose the implementation of the basic University purpose. Specifically, the departments of the CoLA provide specialized training in a large number of distinct academic and professional fields. In addition, the departments within CoLA offer a broad spectrum of service courses to the other curricula of the University. The CoLA includes the following departments: English and Foreign Languages, History, Interdisciplinary Studies, Mass Communication, Performing Arts, Social Sciences, and Visual Arts. Departments within the CoLA offer associate, baccalaureate, and specific graduate curricula.

Performance Objective 1 Engage in collaborative ventures and campus and community activities which enhance economic development, cultural and artistic growth, and or educational experiences for the SWLA region and beyond.

1 Assessment and Benchmark

Benchmark: 80% of College of Liberal Arts faculty will engage in at least one collaborative/service activity during the evaluation period of the concluding academic year.

Prior to 2023-2024, the benchmark was that 50% of College of Liberal Arts faculty will engage in at least one collaborative/service activity during the evaluation period of the concluding academic year.

Prior to 2022-2023, the benchmark was that 70% of College of Liberal Arts faculty will engage in at least one collaborative/service activity during the evaluation period of the concluding academic year.

1.1 Data

Academic Year	Faculty participating in at least one activity	
	#	%
2018-2019	—	65%
2019-2020	45/85	51%
2020-2021	18/85	21%
2021-2022	30/85	35%
2022-2023	64/81	79%
2023-2024	47/72	65%

1.1.1 Analysis of Data and Plan for Continuous Improvement

2019-2020:

Activity was for the most part, halted by March 2020, due to COVID.

2020-2021:

Practically, all activity and conference attendance was halted due to COVID.

2021-2022:

Improving as we emerged from two hurricanes and COVID. Will discuss with faculty to connect with community as this will align with future, university goals. We will lower the benchmark to 50% to set a reasonable benchmark at this time.

2022-2023:

We far exceeded our 50% benchmark. In addition to encouraging to engage with our communities, we were also aided by improving conditions "on the ground", such as our continued emergence from COVID, as well as ongoing recovery from our past, four natural disasters. We will set our benchmark for 2023-2024 to 80% faculty.

2023-2024:

We did not meet our 80% benchmark. With a new administration 2024-2025, it is suggested that this Performance Objective be re-examined to align with recruitment, retention, and job placement.

Performance Objective 2 Demonstrate excellence in teaching in order to enhance student recruitment, retention, and graduation.

1 Assessment and Benchmark

Benchmark: 80% of faculty (excluding graduate assistants) will be at or above the University average for SEI scores during the evaluation period of the concluding academic year.

Prior to 2022-2023, the benchmark was: 60% of faculty (excluding graduate assistants) will be at or above the University average for SEI scores during the evaluation period of the concluding academic year.

1.1 Data

Academic Year	Faculty meeting or exceeding University SEI average	
	#	%
2018-2019	—	76%
2019-2020	—	—
2020-2021	—	—
2021-2022	—	80%
2022-2023	64/81	79%
2023-2024	56/72	78%

1.1.1 Analysis of Data and Plan for Continuous Improvement

2019-2020:

2020-2021:

2021-2022:

University SEI average is higher than normal. Move our benchmark to 80%.

2022-2023:

Keep our benchmark at 80%. Plan for continuous improvement is to look closer at retention, in particular from the freshman to sophomore year. Improving engagement here should improve retention and overall SEI scores.

2023-2024

Keep our benchmark at 80%. Plan for continuous improvement is to continue to look closer at retention, in particular from the freshman to sophomore year. Various departmental retention plans have been developed for the 2024-2025 academic year, which involve increased notifications to struggling students. Spring 2025 plan for SEI is to develop method of improving rate of response, which should improve SEI scores.

Performance Objective 3 Demonstrate commitment to research as well as creative and scholarly activity.

1 Assessment and Benchmark

Benchmark: 80% of faculty will engage in scholarly and/or creative activities during the evaluation period. Scholarly and creative productivity is monitored by maintaining a tabulation of publications (including music compositions, documentaries, etc.) according to tiers; grants funded; art shows; music performances; prose/poetry readings; papers read at conferences; and, "others".

Prior to 2023-2024, the benchmark was 75% of faculty will engage in scholarly and/or creative activities during the evaluation period.

1.1 Data

Academic Year	Faculty engaged in scholarly and/or creative activities	
	#	%
2018-2019	59/81	73%
2019-2020	45/85	51%
2020-2021	18/85	21%
2021-2022	40/85	47%

2022-2023	60/81	74%
2023-2024	50/72	69%

Academic Year	Type of activity	# of activities
2019-2020	Tier 1 Publications	1
	Tier 2 Publications	20
	Tier 3 Publications	24
	Grants Funded	1
	Papers Read	10
	Music Performances	35
	Other	0
2020-2021	Tier 1 Publications	1
	Tier 2 Publications	12
	Tier 3 Publications	12
	Grants Funded	1
	Papers Read	12
	Music Performances	15
	Other	0
2021-2022	Tier 1 Publications	5
	Tier 2 Publications	10
	Tier 3 Publications	15
	Grants Funded	0
	Papers Read	12
	Music Performances	75
	Other	0
2022-2023	Tier 1 Publications	4
	Tier 2 Publications	11
	Tier 3 Publications	23
	Grants Funded	2
	Papers Read	6
	Music Performances	79
	Other	55
2023-2024	Tier 1 Publications	8
	Tier 2 Publications	7
	Tier 3 Publications	13
	Grants Funded	1
	Papers Read	8
	Music Performances	53
	Other	15

1.1.1 Analysis of Data and Plan for Continuous Improvement

2019-2020:

COVID impact seen in numbers reported.

2020-2021:

Continued impact from COVID.

2021-2022:

Improving, emerging from two hurricanes and COVID. Keep current benchmark.

2022-2023:

Greater creative/research output from faculty this year. Strong output came from Visual Arts and Performing Arts. In their case, there were additional opportunities to create and perform post natural disasters and COVID.

We will plan to move our benchmark to 80% of faculty engaged in research/creative activity.

2023-2024:

We did not make our 80% benchmark. This is perhaps due to recent retirements and now our new faculty need time to develop their scholarship. Reduce benchmark to 75%.

Performance Objective 4 Utilize resources efficiently and effectively to support the university mission.

1 Assessment and Benchmark

Benchmark: College of Liberal Arts Technology Committee will meet at least two times each year to plan strategically for technology needs. This will include planning for requests for TASC support and any other financial support applicable (e.g. Drew funds, state enhancement funds, etc.).

1.1 Data

Academic Year	# of Technology Meetings
2018-2019	4
2019-2020	4
2020-2021	1
2021-2022	2
2022-2023	4
2023-2024	3

Academic Year	Source of Funding	Amount Received
2019-2020	"Other" support funds	—
	TASC Funds	—
	TASC "Big Ticket" Funds	—
2020-2021	"Other" support funds	\$0
	TASC Funds	\$0
	TASC "Big Ticket" Funds	\$0
2021-2022	"Other" support funds	\$0
	TASC Funds	\$0
	TASC "Big Ticket" Funds	\$61,800
2022-2023	"Other" support funds	\$0
	TASC Funds	\$0
	TASC "Big Ticket" Funds	\$39,210
	"Other" support funds	—

2023-2024	TASC Funds	—
	TASC "Big Ticket" Funds	\$97,013.94 (HDPa, BAND, VART)

1.1.1 Analysis of Data and Plan for Continuous Improvement

2019-2020:

2020-2021:

2021-2022:

Met benchmark and received funding for outdated equipment in Graphic Design lab and general 'wear and tear' replacement of equipment for Marching Band. Keep current benchmark.

2022-2023:

This year, knowing that there was great need across campus - for student facilities needs, for student support services, and for the sciences overall, we did not know what to expect from TASC funds and would not have been surprised (and would have accepted with understanding) if we did not receive any TASC funds this year. The \$39K we received replaced outdated equipment and modernized classrooms in HDPa, and the purchase of the folding machine for VART will provide added lab experiences for our Graphic Design students. For next year, we will submit proposals to update old computers in our English Language Lab, our Foreign Language Lab, and expand our new (but very small) GIS Lab. \$40K would be adequate to do such a job, yet with a reduction in students and thus our TASC fee, we can make smaller gains if awarded \$20K. Our 2023-2024 proposal will seek \$40K in funds.

2023-2024:

We far exceeded our funding proposal goals. Equipment needs are always there and evolving, and as such, we will keep our current benchmark of \$40K.