

**College of Arts and Science
The University of North Carolina at Pembroke**

Objectives for the 2007/2008 Academic Year

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Introduction

The UNCP College of Arts and Sciences is presently comprised of sixteen academic departments and offers approximately thirty baccalaureate degree programs and a Master of Public Administration degree. As the largest academic unit within the institution, the College is prominent feature of the University and consequently bears a great responsibility in pursuit of its mission.

Presented here is an overview of objectives for the College for the 2007/2008 academic year as gleaned from specific listings provided by its constituent department chairs. These specific listings of department objectives are gathered in the appendix of this document and should be consulted for further detail.

Summary of College Objectives

Maintaining the quality of existing academic programs is a recurring objective for all departments within the College. Despite its terse description, pursuit of this objective represents the bulk of effort by each academic unit's faculty and staff and, consequently, deserves recognition as such. Beyond this primary objective, the College as a whole seeks to remain vital through

- the validation of its academic programs via internal assessment and external accreditation;
- the revision/expansion of existing and the creation of new academic programs;
- the effective management of enrollment growth and program expansion through appropriate changes and additions to its physical and human resources;
- the implementation of extracurricular programs that enhance the University experience for its students and faculty;
- the promotion of an agenda that encourages, supports and rewards faculty in their teaching, scholarship, and service efforts.

Validation of Academic Programs

In addition to sustained efforts to ensure the continuation of University accreditation by the Southern Association of Colleges and Schools (SACS), a number of departments within the college maintain discipline-specific accreditations for their academic programs from appropriate professional organizations. These accreditations serve several important purposes, including the provision of standards by which program quality may be assessed, the immediate recognition of

program integrity by external communities, and, in some cases, the certification of program graduates for post-graduation employment. In the coming academic year, the following departments will either initiate or continue the process of seeking new accreditations for one or more of their programs: Mathematics & Computer Science; Music; Nursing; Social Work.

The area of student learning assessment has received attention from several departments in the recent past and will require immediate consideration by the full College in the coming year. A few departments made specific note of this issue in their 2007/8 objectives, including Music, Psychology & Counseling, and Sociology & Criminal Justice.

Revision/Expansion of Existing and Creation of New Academic Programs

Several departments have cited objectives of reviewing and/or increasing the number of their courses offered online, including Chemistry & Physics, History, and Sociology & Criminal Justice.

In the area of curricular revision and expansion, a number of departments have indicated plans to implement substantial reviews of their existing curricula; create specialty and honors tracks within major programs; create new courses for upper-level majors and graduate students; expand evening course offerings; and initiate new and/or build existing off-campus programs.

A number of new degree programs are slated for planning, establishment, or implementation in the coming academic year, including baccalaureate programs in Spanish Education, Geo-environmental Sciences, and Information Technologies; masters programs in English, Mass Communications, Nursing, and Social Work; and a doctoral program in Public Administration.

Effective Management of Enrollment Growth and Program Expansion

In response to the growth in enrollment and the expansion of academic and related programs, corresponding changes and additions to physical and human resources are planned for the coming academic year. A new academic building is presently being planned that will house classrooms, laboratories, and faculty/staff offices associated with programs in the Health Sciences. Also, smaller-scale limited construction projects are planned to reconfigure existing spaces in the Oxendine (Chemistry & Physics, Mathematics & Computer Science Departments) and Dial (English, Theatre & Languages) buildings.

Likewise, growth and expansion necessitates an increase in number for our College faculty. In the 2007/8 academic year, new faculty members will arrive or be recruited in the departments of Chemistry & Physics, Geology & Geography, History, Mass Communications, Mathematics & Computer Science, Philosophy & Religion, and Political Science & Public Administration.

Extracurricular Programs

The University of experience includes a variety of extracurricular components of vital importance to the intellectual, professional and personal growth of its students and faculty. Among these components are activities such as faculty/student research, seminar series and colloquia, and social and discipline-specific student clubs and organizations. A number of departments have noted their plans to either continue/enhance existing activities or to initiate new programs in this area.

Encouraging, Supporting, and Rewarding Faculty Teaching, Scholarship and Service

The University has been increasingly attentive to an agenda that not only encourages but also supports and rewards its faculty members for their earnest teaching, scholarship and service efforts. For example, a number of programs exist that provide financial and related support for faculty development in these areas (e.g., those coordinated through the Teaching and Learning Center), and the efforts of faculty to seek and secure external support for such activities is greatly assisted by the Center for Sponsored Research and Programs. The College is dedicated to continuing and expanding these existing activities, and is further fully supportive of those departments that cite plans for new initiatives in this regard. Specific objectives noted by some departments for the coming academic year include increased efforts in external grantsmanship, sponsoring workshops aimed and enhancing pedagogical skills, and developing revised teaching load guidelines for research-active faculty.

Conclusion

In summary, the coming 2007/8 academic year will present the College of Arts & Sciences a challenging opportunity to exploit the consequences of enrollment growth through effective management of its programs and resources. Though not mentioned above, a critically important objective for the College in the coming year will be the conduct of a national search for a new Dean. The appointment of this individual represents a significant event in the life of the College, as he or she will succeed its first permanent Dean during a period in which several decisive issues will require strong leadership. As such, the effective conduct of this search is a chief objective for the entire College in the immediate future.

APPENDIX: Departmental Objectives (as submitted by Chairs)

American Indian Studies

continue to provide a comprehensive academic curriculum designed to educate both AIS and non-AIS students about the rich diversity of American Indian tribal histories and cultures;

continue to strengthen our major program through increased enrollment in the major, minor and academic concentration programs;

continue to conduct our annual Southeast Indian Studies Conference (4th annual in April 2008);

continue professional development through scholarly and creative endeavors (most AIS faculty are in other departments and teach one or two AIS courses per year).

Art

Biology

Chemistry and Physics

The Department of Chemistry and Physics will seek to continue providing quality courses and programs to UNCP's increasingly large and diverse student body.

Undergraduate Student Research:

Student research has always been an important component of our program. Currently many faculty in both chemistry and physics conduct student research. We will seek to expand this program and ensure that all faculty who wish to carry out research can be provided with space and equipment to do so.

This will be partly accomplished by creating new lab spaces and offices on our floor. There has already been some work in researching how office spaces can be created out of existing spaces in our department.

Chemistry Program:

The chemistry program comprises the bulk of our department's efforts.

At present there is no expectation to increase the number of chemistry tracks available to the student.

However, the recent addition of new chemistry faculty will expand opportunities for student aided research.

Physics Program:

We expect to begin a revision of the course definitions for the physics course we offer. Some of these will be a revamp of course prerequisites. There may also be new courses offered in areas that reflect the strengths of our new physics faculty member.

Online Courses:

There will be a study on the number of online courses offered in the department. This study will examine the question of the numbers and types of online courses we should offer and how this fits into UUCP's general goal for online courses.

English, Theatre and Languages

Goal 1. Receive approval for Spanish Education Teacher Licensure program from North Carolina Department of Public Instruction and begin offering courses in that program.

Note: The Request for Approval has been developed within the department, has been reviewed by the Dean of the UNCP School of Education, and will be sent to the NCDPI before July 1, 2007. We will expect to hear back within a month of that submission.

Goal 2. Submit for review Request for Authorization of Master of Arts in English degree program to the UNC General Administration before the end of the 2007-2008 academic year.

Note: This proposal is well underway and will be submitted through the UNCP Graduate Office as soon as it is ready.

Goal 3. Receive final authorization for the ESL Add-on Licensure Program through a visit by the NC Department of Public Instruction in the Fall 2007 semester.

Goal 4. Receive renewed NCATE and NCDPI accreditation of our education-related programs: Bachelor of Arts in English Education, Master of Arts in English Education, M.A.T. with English emphasis. Visit by NCATE and NCDPI will occur in Fall 2007.

Goal 5. Have limited construction in Dial Building in summer 2008 to accommodate the faculty who have previously been housed in mobile units behind Dial Building and reassess departmental space use in Dial Building.

Geology and Geography

Development of our major: Geo-environmental Studies
("Intent to Plan" was submitted to GA in May)
Complete curriculum development
Get curriculum through Faculty Senate approval
Submit "Intent to Establish" documentation to GA

Bring G&G professionals to campus for colloquia
Broaden our students exposure to the field; give students in other fields insight into how G&G meshes with them

Tenure-track hiring in environmental geoscience

Expand geography offerings at upper level to support dept students and UNCP's expanding international focus
Offer new upper-level Regional Geography course in Spring 2008 for an area relevant to UNCP international programs (we will consult with the AVC for International Programs for guidance); develop Remote Sensing course

Pursue extramural funding (e.g., NC Spacegrant, NSF Geoscience Education)

Improve student learning

ESRI GIS license expansion to site license for campus

Build support across campus for full access to GIS for scholarship and pedagogy

Encourage Scholarship, especially external presentation and publication

Life of Aquifer

Individual Scholarship

History

1. Expand HST 300 into a 3 semester hour course and make it a basic course for all majors (and possibly SSE majors);
 2. Establish guidelines for a capstone project for all majors -- needed for assessment -- it could be incorporated into either HST 451 (which few majors take) and/or the HSTS (Topics) courses;
 3. Expand the graduate programs in Social Studies Education and offer more content courses in History (possibly one a semester), owing to student demand;
 4. Revive the American Studies (AST) major;
 5. Increase the number of on-line courses, especially 300-400 level courses; offer HST 101, 102, 114, and 115 on-line on a rotating basis; possibly develop on-line graduate courses;
 6. Establish guidelines for a 4/3 teaching load for faculty with research agendas;
 7. Establish an Honors track in History;
 8. Encourage more students to present papers at regional meetings of Phi Alpha Theta and the North Carolina Council for Social Studies.
 9. Add one faculty member in non-Western History to meet the needs of undergraduate and graduate students. With existing resources, History has difficulty offering enough courses in this area. Pressing is the need for an Asian specialist.
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Mass Communications

We intend to do a search to replace Dr. DeMars, who resigned. This is a broadcast faculty position. We are covering his classes with adjuncts in Fall.

We will pay our application fee for declaring our intent to seek accreditation from the Accrediting Council on Schools of Journalism & Mass Communication, which must be done a year in advance of any site visit. This accreditation is voluntary, not required in our area. The year will be spent in self-study.

We will file the Intent to Plan a master's degree in mass communication. I have already met with Kathleen Hilton for advice.

Mathematics and Computer Science

The Mathematics and Computer Science Department has adopted the following goals and has set out student behavioral objectives that are expected to result as we achieve our goals. An assessment plan and a list of initiatives follow the list of goals.

Goals related to the Mathematics program:

1. Enhance the marketability of the B.S. degree in mathematics.
2. Strengthen the mathematical skills of all UNCP students.
3. Foster student research within the department.
4. Continue to promote the teaching of mathematics and the licensure process as a viable option for the mathematics major.
5. Continue to provide services to support quality instruction.
6. Reports are being formulated by the Math Education faculty in preparation for approval from NCATE.

Goals related to the Computer Science program:

1. Begin to offer the new Information Technology Program approved by the General Administration in March.
2. Continue curriculum review and development in accordance with the ACM guidelines and industry needs.
3. Develop tracks for the B.S. degree in Computer Science that reflect the needs of the students and the strengths of the faculty.
4. Convert computer lab in room 1202 to a multipurpose classroom/computer science lab.
5. Upon approval from the Provost, the department will implement a nationwide search for a new faculty member in computer science.

Goals related to both programs:

1. All of the faculty in the Department of Mathematics & Computer Science will be diligently involved in the preparation for the review conducted by the Southern Association of Colleges and Schools.
2. The faculty members of the department will continue the assessment of the undergraduate degree programs.

Music

The stated *Goals of the Department of Music are

- **To provide comprehensive musical training for teachers of vocal and instrumental music.**
- To prepare a student for a career as a teacher in elementary or secondary schools through an understanding and application of the National Standards in Music.
- To promote musical literacy among all students.
- **To provide comprehensive musical training for students wishing to seek employment in the music business area.**
- **To provide comprehensive musical training for students wishing to seek employment in musical theatre.**
- To encourage professional awareness.

- To provide outreach, support, and encouragement to area public school teachers and students in the form of workshops, festivals, and clinics.
- **To provide a well-rounded course of study for those students pursuing a professional career by continuing in graduate work.**
- To encourage a desire for continued learning in the field of music and the ability to form and defend evaluative judgments about music.
- To provide experiences which the music student and the general university student will find rewarding in developing their cultural sensitivity.
- To provide public programs and concerts to enrich the cultural life of the university and community.

***Goals for particular emphasis in 2007-2008 are bolded and underlined.**

- I. Continue reaccreditation efforts
 - A. Follow-up on NASM recommendations and areas of deferred accreditation
 - B. Complete NCATE/NCDEI reaccreditation documents and procedures
 - II. Enable students' academic success and appropriate progression toward graduation
 - A. Implement changes in stipends and scholarship requirements
 - B. Review ensemble participation
 - III. Review and support continuing programs in growth mode
 - A. Marching Band
 - B. Music Business
 - C. Musical Theatre
 - D. MA in Music Education
 - E. MAT with Specialization in Music
 - IV. Evaluate impact of new programs and program areas
 - A. Theory (including MUS 133/134 and MUS 106 sequence)
 - B. Music History
 - C. Portfolio implementation
 - D. Concert attendance, two reviews (concert/recital and article), and written paper
 - V. Assess areas for programmatic expansion
 - A. Jazz Studies
 - B. Media Integration (major)
 - C. Elective courses
 - VI. Support department initiatives
 - A. Explore revenue sources
 - B. Evaluate facility needs, including storage areas, practice rooms, and long-term projections
 - C. Identify inventory needs
 - VII. Support NASM initiatives
 - A. Faculty and student health (vocal, keyboard, hearing, etc.)
 - B. "World Musics"
 - C. Technology
 - D. Composition and improvisation
 - E. Community education
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Nursing

1. Implement a faculty development plan to focus on developing faculty expertise in the use of technology in both classroom and clinical teaching.
2. Continue to implement a mentoring program for new faculty.
3. Work with UNCP Association of Nursing Students to establish a mentoring program for new nursing students.
4. Complete annual program evaluation.
5. Seek external funding sources to support BSN program, faculty, and staff expansion.
6. Seek additional external funding sources for student scholarships.
7. Work with Office of Continuing Education and Distance Learning to continue to build RN-BSN program at Ft. Bragg and Southeastern Community College.
8. Obtain approval as a continuing education site for nursing.
9. Work with Department of Facility Planning and Construction to continue the development of the School of Nursing building on the UNCP campus.
10. Establish an Office of Student Services for the Department of Nursing.
11. Begin the planning of a RN-MSN program.

Philosophy and Religion

Having just replaced two members of the department, we regard as our most important objective the integration of our two new department members. We succeeded at hiring our top choices and, for the first time in twenty two years, will have a full time faculty that does not consist entirely of men. Both newcomers, Mihwa Choi and Melinda Rosenberg, will be encouraged to suggest new courses along the lines of their fields of specialization to be added to departmental offerings. So we expect to add some courses in Eastern religions, ethics, and political philosophy.

We would like to add a position to the department, and made the request in last year's budget proposals. One of our faculty members, Merrill Miller, will enter his third and final year of phased retirement. If we are not able to hire another full time professor, we will find ourselves depending more than ever on adjuncts in 2008-9.

One of our department members, David Nikkel, will be evaluated for tenure and promotion, so we will be forming the necessary peer committee and proceeding with that process.

We are also in the process of forming a competitive team to compete in an Ethics Bowl. I had formed the team last semester, but it appears now that interest on campus is more widespread, so we may expand participation to include more than majors in philosophy and religion. Those decisions will be made in the fall.

Apart from these objectives, we will continue to provide a high quality education in both philosophy and religion. Our department has been very active in scholarship and service as well, and we do not expect that to change.

Political Science and Public Administration

At the moment PSPA has three open positions. We have been very active in 2006-2007 in recruiting, bringing in six candidates and offering positions to two, but we were unsuccessful in recruiting them. So recruitment is my priority for the coming academic year. We have two professors that are one-year appointments and we hope to bring in another one year in January.

I plan to institute a committee to help in the recruiting process.

We continue to prepare for an October submission of our request to plan a PhD in Public Administration. At the moment we are still ironing out the details.

This academic year will bring a Fulbright Professor to our department. I believe this may be the first time that UNCP received a Fulbright, we have had members of our faculty become Fulbright's, but I don't believe that we ever had Fulbright here for a year. He will teach two courses and this will somewhat lessen our load.

This coming academic year, I will be the managing editor of the Journal of Public Affairs Education, the journal of the National Association of Schools for Public Affairs and Administration, the accrediting agency for my discipline. This is a major journal in our field and will bring honor to the school and the department.

We also hope to institute a guest speakers' program in the department and I have asked for \$2,000 in my budget for honoraria.

Two members of our department, myself (women's basketball) and Dr. Freeman (men's soccer) are faculty associates of a sports team on campus. We will continue with this program.

It is our hope to increase the number of faculty publications. We were somewhat successful with this initiative last year and we will keep at it.

It is also my hope that 1 faculty member gets tenure this year and one promoted to Full.

Psychology and Counseling

GOAL 1: Continue to offer high quality programs to meet the needs of our students and the region

GOAL 2: Actively foster the professional growth of our undergraduate students

GOAL 3: Foster a cohesive, intellectually stimulating environment in the Department

GOAL 4: Prepare for anticipated undergraduate and graduate enrollment growth

The only other goal that isn't explicitly stated above but that I know is on or plate is to refine our assessment procedures of what our majors learn during their time with us.

Social Work

The Social Work Department at UNCP has been serving our community since 1982. The mission of the Bachelor of Social Work (B.S.W.) Program is to prepare competent generalist entry-level social work professionals. The goals of the department reflect and building upon the mission of the university.

- 1) To promote excellence in teaching and learning as a primary focus in an environment of free inquiry and dynamic exchange between students and faculty;

Department Goals:

- 1) To continue to expand the curriculum as needed to prepare our students for generalist social work practice
 - 2) To establish the MSW program
 - 3) To continue to expand the BSW night program
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- 2) To ensure quality academic programs and learning opportunities for the liberal arts, in preparation for diverse professions and for service to the region;

Department Goals:

- 1) To continue the CSWE accreditation of the BSW program
- 2) To continue with planning and implementation of the MSW program (Fall 2008)
- 3) To seek CSWE accreditation of the projected MSW program

- 4) To offer a BSW program off-campus at Sandhills Community College by Fall 2007)
- 3) To encourage and support meaningful faculty research and development;

Department Goals:

- 1) To encourage faculty to become engaged with all university departments that assist with research and development
 - 2) To provide additional funds for travel (grant funded) for faculty research and development
 - 3) To continue with current outside evaluation projects, and seek additional contracts.
- 4) To recruit and retain students capable of achieving academic and professional success and of enriching the intellectual, cultural, and social community of the University;

Department Goals:

- 1) To participate in university sponsored recruitment activities
 - 2) To continue with mentoring programs in the community and professional organizations (NASW, CSWE, BPD)
- 5) To provide and support extra-curricular and student life activities and facilities designed to enrich the educational experience of residential and commuter students, enhance the image of the University, and serve the region;

Department Goals:

- 1) To continue to expand the social work club with more faculty involvement for professional mentoring.
- 6) To provide ways by which the life of the region can benefit the educational experience of the University and be enhanced by the University;

Department Goals:

- 1) To continue to provide a social work yearly symposium for the region.
 - 2) Faculty will continue to use its expertise in the community through serving on Boards and other professional organizations (providing workshops and in-services)
- 7) To instill in University of North Carolina at Pembroke students a continuing appreciation for diverse cultures and an active concern for the well-being of others;

Department Goals:

- 1) To continue to provide a program whose mission it is to produce graduates of the program who will be equipped with the knowledge, skills, values and ethics that are required to meet the challenges and needs faced by diverse individuals, families, groups, organizations and rural communities in a changing, global social environment. The B.S.W. Program seeks to prepare students to become leaders in enhancing the quality of life and seeking solutions to rural problems. It is particularly concerned with the consequences of injustice, and thus focuses on the empowerment of populations-at-risk and the advancement of economic, political and social justice in all communities.
 - 2) To ensure that our social work students participate in university related functions to expand their appreciation of diverse cultures. (Distinguished Speaker's Series, etc).
 - 3) To ensure that the projected MSW program follows and expands the above listed mission.
- 8) To promote academic and scholarly excellence, the University's rich heritage, and the enhancement of the immediate and larger region.

Department Goals:

- 1) Expand Departmental participation in all aspects of international exchange.
- 2) To represent the University at all our professional organizational meetings.

Sociology and Criminal Justice

University Service Learning:

- Operationalize the University Service Learning Committee under the directorship of Dr. Michael Spivey. Our expectation is that Dr. Spivey will develop opportunities for engaged student research and service to our local community and to the region. Our goal is to have Dr. Spivey establish a minimum of three opportunities for engaged student research during the academic year.
- Dr. Spivey will develop goals and objectives for the position of Director of Service Learning by the end of the first semester of the 2007-2008 academic year. The goals and objectives shall be submitted to the University Service Learning Committee for review prior to the start of the second semester of the 2007-2008 academic year.
- Dr. Spivey was appointed to the position of Director of Service Learning in the 2006-07 academic year, and he has been awarded a one course reduction to accomplish the goals and objectives of this position.

Develop the Criminal Justice Major for Online Presentation:

- By the end of the academic year 2007-2008, the department plans to have developed five additional courses for online presentation. The ultimate goal is to offer all courses in online format.

Develop the Sociology Major for Online Presentation:

- By the end of the academic year 2007-2008, the department plans to have developed two additional courses for online presentation. The ultimate goal is to offer all courses in online format.

Increase Enrollment at Ft. Bragg:

- In the 2007-2008 academic year, the department will strive to increase enrollment at Ft. Bragg by 5% over the enrollment for the 2006-2008 academic year.

Develop Learning Outcomes and Measures for all Courses Offered:

- The department will begin to develop specific learning objectives for courses offered. As well, performance measures for the learning objectives will be developed. This initiative will support university efforts to successfully complete its next SACS review.

Initiate Grant Activity within the Department:

- The department will attempt to increase its grant activity. In the regard, the goal for the 2006-2007 academic year will be the submission of one grant to an outside funding source.

Establish an Exploratory Committee for Study Abroad Options:

- The department will establish a committee to explore inclusion of a study abroad option within the criminal justice and sociology majors. By the end of the 2007-2008 academic year, it is hoped that a decision will be made regarding the feasibility of a study abroad option for departmental majors. If it is decided that a study abroad option is appropriate, the goal is for the committee to recommend an initial plan of action.