MOTIVATION

If a Pretty Poster and a Cute Saying are All it Takes to Motivate You, You Probably have a Very Easy Job. The Kind Robots Will be Doing Soon.
CoSEA Fall 2012 Meeting
August 23, 2012

Welcome Back
Innovators
CoSEA Fall 2012 Meeting

Innovation & Discovery

- Reunion Reminders & Welcomes
- Metrics and the *mission-driven life*
- Allan, Bukuo, Choi, Darla, Eddie, Jacqueline, Jinho, Joy, Karen, Leah, Matt, Nilo, Thomas, Tingxiu, Toby, Unal, Will
Who we are...Gesalts and Paradigms

- Egalitarian mission-driven operations
- Service-oriented attitude
- You hear it, you own it
- Continuous Focus on SACS (*the 2014 mirage*)
- Data-intensive assessment and evaluation
- Transparency
- Supportive of your professional career
- Merit-based philosophy emphasizing “more or less tangible academic products” (*Boyer’s Model of scholarship*)
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College Report Card 2011-2012:

- Produce a CoSEA mission aligned with TAMUC mission. ✓
- Produce department missions aligned with CoSEA mission. ❋ partial
- Establish our fiscal status (e.g. adjuncts, GAs, HEF, IE, etc.). ✓
- Tie budgets to vertically-integrated missions as a $f$(SACS, 2014). ✓
- Establish collegewide assessment program with Student Learning Outcomes (SLOs) for every credit-generating class. ✓ partial
- Generate a college logo (and gonfalon?). ❋
- Produce list-serves for faculty, chairs, and staff. ✓
- Post internal college resource page. ✓
- Baseline data generation for budget, enrollment trends, assessment results AND responses. ✓
- Multiyear class scheduling $f$(base year offerings) ✓
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• SACS Reaffirmation is here
  – *This is our snapshot year.*

• Site Visit: **March 2014**

• Your role?
  – Does your program have a mission and goals based on Innovation & Discovery?
  – Do you personally have control of your curriculum?
  – Have you *Closed the Loop* on Student Learning Outcomes?
  – Are your outcomes a $f($programmatic mission and goals$)?$
DO or DO NOT,
There is no try
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• No More Objectives!
  – Not what you want to try to do...

• It’s Outcomes!
  – What are they going to do?
  – What do your students know?
  – What are they able to do, or demonstrate, or be capable of after completion?
  – Have you measured the outcomes and responded to your own feedback? (Closing the Loop)
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Metrics: The Dowling Report

<table>
<thead>
<tr>
<th>COLLEGE</th>
<th>DEPT</th>
<th>CREDIT HRS</th>
<th>FTE Faculty</th>
<th>Formula Faculty</th>
<th>Faculty Needed Based on Formula</th>
<th>Percent of Formula</th>
<th>Tenure/TT</th>
<th>Adjunct</th>
<th>TA</th>
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</table>

- CoSEA Performance: ≈ 18% of the faculty generating ≈ 21% of the TAMUC sch production and ≈ 24% of all TAMUC formula funding.
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• Challenges:

– Nationwide decline in STEAM

– Coordinating Board shutting down what they call “Low-Producing Programs”

➢ 5 year rolling averages

➢ Currently:   UG = 5 / year,   Grad = 3 / year

➢ Proposed:   UG = 8 / year,   Grad = 5/year

– CoSEA: MS degrees in Math, Physics, & Chemistry
CoSEA Fall Credit Hour Production as a Percent of Total University Production
REM: CB says it’s graduates that count. Ergo: Retention is #1
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Biology & Environmental Sciences
Bachelor's Degrees Awarded

- Environmental Science
- Wildlife & Conservation Science
- Biological Sciences

Biology & Environmental Sciences
Master's Degrees Awarded

- MS-Biological Sciences
Computer Science Degrees Awarded

- BS--Computer & Info Sci
- BS--Information Sci/Studies
- MS--Computer and Info Sci
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Mathematics Degrees Awarded

Degrees

Bachelor's Degrees
Master's Degrees

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- STEAM education in CoSEA
- Existing 8-12 Certifications in:
  - Agricultural Science
  - Chemistry
  - Life Science
  - Mathematics
  - Physical Science
  - Physical Science/Math/Engineering
  - Physics/Math
  - Science
- Aggressive participation in new CORE
- 100% on-line M.S. in Biology
- Pursuing CSCI and ENVS degrees at Navarro sites.
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• Comm Reminders
  - Faculty Resource Page
    - [http://web.tamu-commerce.edu/academics/colleges/scienceEngineeringAgriculture/FacultyResources.aspx](http://web.tamu-commerce.edu/academics/colleges/scienceEngineeringAgriculture/FacultyResources.aspx)
    - Department Head meetings
    - Faculty Meetings
    - Dean’s Council
    - Faculty Senate…
  - CoSEA on FaceBook
  - CoSEA Faculty list-serve:
    - [coseafaculty@tamu-commerce.edu](mailto:coseafaculty@tamu-commerce.edu)
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• The Year Ahead…

- SACS Reaffirmation is underway
- Base Year is underway.
- Establish remainder of programmatic mission and goals statements
- Get probations lifted on “low-producing” programs.
- Expand on-line and off-site presence.
- Grady working on: faculty workload & annual evaluation policies. Professional development for department heads. Pushing student advising onto mobile devices. *Tutorcasts* w/KETR.
Here we go!