

## College of Business

### Accounting and Business Management

1. Attend at least one workshop/conference
2. Faculty member enhanced credentials by working toward doctorate

### Small Business Development Center

1. 15 new client cases opened
2. Continuous update of resource materials, i.e. trade subscriptions, internet research
3. Interaction with business and industry leaders in five county service region through participation in area meetings and events
4. In September, a full-time, interim director was hired. This will allow the center to meet its directives in the coming year

### Computer Information Systems

1. CIS courses reached at least 31 non-CIS majors spring semester
2. CIS faculty published three articles
3. Faculty reported participation in over 7 seminars, workshops and conferences.
4. All CIS faculty scored above 4.6 (5 point scale) for student overall satisfaction with his advising experience.
5. One vacant faculty position was filled with a qualified full-time faculty member.
6. All CS 205 classes covered e-mail basics and used the Internet in classes for research and student communication.
7. Student in CS 370 designed and implemented programming projects in teams.

### Technology

1. Graduates were prepared to enter the work force at an entry level position, demonstrating satisfactory completion of the Knowledge/Skills Test; seniors scored an overall passing grade of 70% or higher
2. Entering students were surveyed to identify recruiting sites, program selection, and subsequent choice of major
3. Student resumes are on file in the Center for Counseling and Student Success
4. 97% of the alumni who graduates with the past year are employed within their major field.
5. Graduating seniors completed the Student Program Survey instrument
6. Faculty improved student retention rates improved
7. Faculty recruiting initiatives were conducted off-campus; marketing and advertising initiatives are on-going
8. Faculty participated in development workshops
9. Faculty introduced new instructional technologies into the classroom
10. Electronics-quality control lab equipment was improved by 25%
11. Safety lab created with the addition of new equipment
12. Technical facility made available to support university, business, industry and city government.



## College of Mathematics and Natural Sciences

### Biology

1. Employed faculty member at instructor level to assist in freshman program
2. Utilized adjunct instructors to meet instructional needs beyond those supplied by resident faculty.
3. Provided additional funds for faculty research through numerous faculty and student research grants.
4. Completed development of pre-professional and Environmental Sciences Advisory Boards.
5. Through employment of special funds, upgrade microscopy capabilities for upper-level zoology and cell biology laboratories.
6. Updated Departmental web page.
7. Faculty members authored or co-authored one publication in a refereed journal and presented four papers at scientific meetings.
8. Members of the faculty received a grant in collaboration with Auburn University to study fauna and flora of salt spring ecosystem.
9. Faculty members held a total of four offices in a variety of local and state professional organizations.
10. Eight students in the department attended the regional conference of Beta Beta Beta Biological Honor Society in New Orleans, with six presenting posters.
11. Faculty members supervised research by eight students in the Honors Program with two students defending honors theses.
12. Faculty members authored an Anatomy and Physiology Laboratory Manual published by McGraw Hill
13. Faculty and Students helped organize and conduct the 2001 West Alabama Regional Science and Engineering Fair.
14. Faculty member was elected as Faculty Senate President for 2001-2002.
15. Faculty member received the Gilbert Award for Outstanding Teaching.
16. Beta Phi Chapter of Beta Beta Beta Biological Honor Society initiated 31 new members.
17. Faculty member was recognized for Outstanding Post-Tenure Review Portfolio.

### Mathematics

1. Faculty positions retained
2. Continued current funding of D.O.E. at last year's rates
3. Graduate Assistant positions retained
4. Students taking the MFAT made between 30% and 40% on Algebra part of MFAT
5. 100% of graduates applying to graduate schools were admitted. One was awarded S.R.E.B scholarship as well as Graduate Assistant position at Univ. of Alabama
6. A successful Mathematics Tournament was held in January 2001 at which three individual winners were offered scholarships to UWA
7. Faculty served as judges in area high schools and at the Regional Science Fair at UWA
8. Faculty participated in several conferences, workshops, seminars, and at a Chautauqua workshop
9. Course evaluations for the entire department have been at or above the University average for the past three years

10. The Mathematics Department hosted the annual meeting of the Alabama Association of College Teachers of Mathematics in February 2001
11. We have one professor as a participant in the Minority Faculty Scholarship program
12. According to the UWA Graduation Survey completed Spring 2001, 76% of students agreed with the statement "I have enhanced my problem-solving skills as a direct result of a class or classes at UWA."
13. Wrote a Mathematics Exit test for the College of Education secondary mathematics majors
14. Fully implemented an internet based Developmental Mathematics Program
15. A seminar was given in Spring 2001 on Bounded Variation Problems in a Metric Space
16. A math honors student article was accepted for publication in the Alabama Journal of Mathematics

### Physical Sciences

1. Continued employment of current positions
2. Continued current level of resources for D.O.E.
3. Continued employment of three part-time student assistants in the laboratories
4. Strengthened instrumental holdings in chemistry lab: Installed donated flame atomic absorption spectrophotometer in instrumental lab and added additional vacuum system for physical chemistry exercises
5. Initiated recruitment program in chemistry, including telephone contacts with area high school and junior college science teachers. Hosted first annual Science Day event with fall visits to campus from interested high school students and teachers
6. Made following curriculum changes based on assessment results and A.C.S. guidelines (with approval of University Academic Council):
  - a. Modified Environmental Chemistry and raised course number to reflect senior-level content
  - b. Added Inorganic Chemistry and Seminar as requirements in the major pattern
7. Implemented Chemistry Research Initiative to support undergraduate research, including capital Fund-raising campaign. Plans include substantial investment in capital equipment and development of Summer Research Institute for undergraduates
8. Began using modified course content and syllabi as follows to address weaknesses identified by results on ACS Standardized Exams:
  - a. Added more emphasis on spectroscopy in Organic Chemistry laboratory, freeing more lecture time to address carbonyl compounds
  - c. Adopted new textbook and modified grading system in Quantitative Analysis to improve student understanding and motivation
9. Added additional computer workstations in computer lab (WH401) for student use, raising total number to ten
10. Had research proposals of two faculty members in chemistry funded by University Research Committee. Several other grant proposals have been submitted to outside agencies and corporations, but have not yet received notification of funding
11. Continued activities of ACS student chapter, including trips to ACS regional convention in New Orleans, LA, and Pittsburgh Conference in New Orleans, LA. Three students received job interviews and/or offers as a result of contacts at these meetings

## College of Education

### Elementary and Early Childhood Education

1. Faculty participated in partnerships with outside agencies
2. Faculty provided service to area schools and public organizations
3. The honor society of the International Reading Association, Alpha Upsilon Alpha, sponsored a seminar during the spring of 2001. Approximately 80 members and area residents attended
4. New student chairs were purchased for BG218 and BG219
5. Promoted an environment of excellence in academics by requiring that all students achieve a 2.5 GPA in basic studies
6. Produced beginning teachers who have acquired knowledge of developmentally appropriate practices and teaching strategies
7. Hired a full-time assistant professor, a full-time visiting professor, a full-time instructor, and two part-time instructors
8. One hundred percent (100%) of beginning teachers in Elementary and Early Childhood Education passed the PEPE assessment
9. Purchased laptop computer for use with portable LCD data projector for classroom use
10. Ninety-five percent (95%) of principals responding to UWA survey results were satisfied with our graduates' ability to work with exceptional students, use technology, and assess students' progress

### Foundations and Secondary Education

1. 90/12 salary plan implemented Fall 2000
2. Increased field experience to 19 weeks

### Instructional Support

1. Curriculum Advisory Committees were established in the Library Media, Counseling, and Special Education programs
2. Components in the Administration Preparation Program are in compliance with ISLIC standards
3. Expanded and updated technology for the department
4. Provided services to public schools
5. Faculty became more involved in professional organizations
6. Recruitment efforts were increased for the graduate programs
7. A weekend learning course (LM 563) was implemented with newly developed individual learning packets
8. Counseling services to the Sumter County Alternative School was doubled
9. Technology was updated
10. A limited number of tests were ordered for special education

### Physical Education and Athletic Training

1. Development and administration of Employer Evaluation for Athletic Training graduates. 100% (5 of 5) stated they were pleased with graduate's performance and they would consider hiring

UWA graduates in the future. 1 survey was not correctly completed. The remaining 4 surveys all rated the 4 graduates as being satisfactory (5 of 28) or very satisfactory (23 of 28) on 7 components of athletic training

2. To increase faculty salaries to 90%/12 month plan
3. Prepare for successful NCATE review
4. Initial development of integrated web site containing web pages for each physical education course
5. Web pages developed and revised for all department faculty
6. Integrated web site for all athletic training courses further developed and revised with increased content
7. Significant development of media for athletic training psychomotor skills captured, edited and placed on web including digital photos and movies of manual muscles testing, goniometry and most major special tests
8. Undergraduate and graduate Physical Education programs reviewed to finalize revisions. Revisions approved by University Academic Council and implemented.
9. Undergraduate non-teaching major revamped into a comprehensive major with two tracks- exercise science and sports management. Approved by ACHE and implemented
10. Some areas for funding for Wellness Center explored with no fruitful results yet
11. Drawings and plans developed and revised for Multipurpose Center to house major portions of department programs

## College of Liberal Arts

### Fine Arts

1. A problem with planning documents was discovered Fall 2000. It was realized that the plans being submitted for budget consideration were being submitted in the year after the actual budget was considered. Because of this, plans were shifted forward one year causing there to be no plans for academic year 2001-2002

### History and Social Sciences

1. A number of computers (including on new computer) were acquired for psychology laboratory
2. All faculty members who wanted computers were assigned old computers from College of Business
3. A high quality computer was purchased for the department to be used by the secretary
4. A scanner was purchased for use by the department of History and Social Sciences
5. A fax machine was purchased for use by the departments of History and Social Sciences and Language and Literature
6. Department received approval for position in Experimental Psychology

### Languages and Literature

1. Obtained Graduate Assistant for the Writing Center, F 2000, Sp, Su, 2001; established a new publishing practicum and increased emphasis on the journalism internship as a means for workers at the Press
2. Sought for and hired a tenure-track professor in Foreign Languages/English
3. Upgraded three computers and appropriate software for a Foreign Language lab
4. In keeping with our efforts to offer more extra-curricular activities for our English majors and minors, offered and chaperoned students to two dramatic presentations in Tuscaloosa and Montgomery
5. Monitored our minority fellowship owner in the GRE preparation course; she has taken the exam once and will take it again Oct. 22
6. Acquired six digital cameras to be used for the Journalism photography class

## Athletics

### Baseball

1. Press Box/Concession Stand/Public Restrooms
2. Reconfigure Existing Concession Stand
3. Repair Nets in Batting Cage

### Cross Country

1. Maintain competitive schedule
2. Acquire equipment to host a meet
3. Provide runner with necessary equipment to compete

### Football

1. Generated private funds
2. Replaced metal lockers with custom-built full-sized wooden lockers
3. Hosted 7 summer football camps
4. Hosted 7 evaluation combines for graduating seniors
5. Hosted Gene Stallings

### Men's Basketball

1. Improve Pruitt Hall

### Rodeo

1. Regional Championship
2. Purchased Steer Saver
3. Qualified 11 Student-athletes for Regional Playoffs.

### Softball

1. Increase Scholarship Budget
2. Cement Floor of Batting Cage

### Volleyball

1. Improve Net System

### Women's Basketball

1. Making the GSC Tournament
2. Increase Scholarships
3. Improvement of Gym-Floor Refinished/New Scoreboards

4. Purchase Digital Editing System
5. Make Improvements to Gym

## Academic Affairs

### Counseling and Student Success

1. Contracts were made with all “at-risk” students each term
2. Workshops were help in two categories
3. Academic Skills and UWA 101 classes taught
4. Pre-registration counseling and ADA activities maintained

### Information Systems

1. Expand UPS systems
2. Upgrade mainframe O/S for IP
3. Clean up fiber optic connections
4. Obtain spare network switches
5. Provide for testing environment
6. Provide shared P/C network team
7. Provide additional laptop for CIS

### Institutional Effectiveness

1. OIE Web Page developed and on-line
2. All surveys administered by OIE on web page
3. Fact Book available on web page
4. Workshop on planning and assessment process developed and presented in September, 2001
5. First electronic Survey completed in March, 2001. (Faculty Survey)
6. First Graduate Student Satisfaction Survey administered in Spring 2001
7. First Teacher Certification Employer Survey administered in Spring 2001
8. First OIE Client Satisfaction Survey administered in Fall 2000
9. Director attended the Alabama Association for Institutional Research’s Annual Conference and the Southern Association for Institutional Research’s Annual Conference

### Student Support Services

1. 150 eligible participants were enrolled by October 1, 2000, and that number maintained throughout 2000-2001
2. Staff assessed 100% of participants and developed an IEP by the second month of enrollment
3. Staff provided workshops, reading classes, cultural trips, SSS club meetings, exam parties, and semester luncheons to enhance campus experience
4. All qualified students were offered sufficient financial aid
5. Staff conducted semester and annual evaluations of all activities to determine success rate

### Upward Bound

1. Conducted workshop entitled “Writing Introductions,” which included strategies for writing and

- delivering introductions. Followed this activity with role-play activity on how to make social introductions and how to talk to college representatives
2. Provided an opportunity for veteran UB participants to interview and introduce newly recruited high school sophomores
  3. Presented sessions on values and goal setting, including a presentation by UWA President Roach, a first-generation college student. Students wrote long-term, mid-term, and short-term goals in fall and reviewed them in spring
  4. Presented sessions on African cultures, including a presentation led by UWA international students
  5. Presented cultural awareness workshops and led group research projects focusing on cultural and religious traditions of the world
  6. Administered self-assessments targeting counseling and academic needs as well as college career interests
  7. Conducted financial aid and college application workshops for senior participants
  8. Provided workshops focusing on analyzing poetry, film, and algebra equations
  9. Presented workshops focusing on ACT strategies in English, reading, and math, as well as general test-taking strategies
  10. Administered ACT Practice Test to all Summer Session participants
  11. Provided students with 13 academic and fine arts classes during the Summer Sessions
  12. Provided students with grade reports and written feedback at the close of Summer Session
  13. Provided a full range of recreational activities including swimming, bowling, skating, dancing, basketball, volleyball, football, and board games
  14. Provided required study hall and tutoring sessions during the summer residential component
  15. Took day trips to Fort Tombecbe and Meridian
  16. Sponsored a cultural enrichment trip to Washington, D.C., including touring and staying on the campus of George Washington University
  17. Hosted and Awards Banquet to acknowledge and celebrate the accomplishments of summer participants. Student received certificates of participation, academic awards, and letters of congratulations from Congressman Hilliard
  18. Published annual newsletter

### Registrars Office

1. Implemented procedures to send final grades at the end of each semester over the Internet to students at their Pipeline e-mail addresses

### Career Services

1. Increased number of employers and students participating in Career Fair with more than 200 sign-ins and 30 employer/graduate school booths
2. Increased out-of-state systems participating in Education Interview Day which off-set cancellation of some Alabama School Systems due in part to pro-ration
3. Career Exploration class taught each term for a total of 52 students
4. 9 Workshops were held with 120 students attending. Two workshops were presented by recruiters (one from government and another from a school system)
5. Co-op Program was developed with a starting date for Fall 2001

6. Graduate students were surveyed to determine need for provision of Career Services. Career Services information was distributed by letters and booths set up immediately prior to evening classes
7. Established ACCESS database for all active resume/placement files
8. Participated in Teacher Staffing E-fair with other southeastern schools to inform Education majors of a wider range of teaching opportunities



## Student Affairs

### Admissions

1. Awarded all qualified trustee scholarships
2. Produced 2 new recruitment pieces
3. By cutting the mailings to applicants we were able to put more money into our publications
4. By closely monitoring our travel plans and restricting our travel in Florida to the panhandle we were able to offset the increasing costs of travel

### Financial Aid

1. All mail switched from “mailing” to “local” addresses
2. Deleted most inserts in mail notices. Notices straight-forward
3. Computer screen updated to include “not making sat. Progress”
4. Divided electronic tasks more evenly between assistants for efficiency
5. NSLDS printed when file is made for review instead of the last thing
6. Appeals are accepted and replies returned by e-mail
7. Shared calendar used with appointments, tasks, annual and sick leave, and meetings
8. Added Microsoft Excel all main 4 computers
9. Announcements listed on Campus Pipeline, Added supervisor’s name, room # and job description to web page, Provided list of eligible workers to deans, dept. heads during summer
10. Work-study forms and verification worksheets provided for downloading

### Housing

1. Improve communication with current residents and prospective students
2. Paint the individual apartments at Hoover Apartments

### Student Life

1. Increase Greek visibility on campus

## **Institutional Advancement**

### University Relations

1. More print advertising placed in local weekly newspapers
2. Invited reporter for local daily to campus for visit and strengthened that relationship
3. E-mail tip sheets sent out on a monthly basis
4. Purchased new 35 mm camera
5. Purchased new digital camera
6. Made more frequent media contact to solidify media contacts
7. Better promotion of University groups within community context (example: Singers performance for Primrose Club)
8. More use of television morning shows (example: Admissions appearance prior to fall registration)
9. Better advanced placement of UWA Calendar events through radio and television community programs

### Alumni Affairs

1. Annual alumni meeting and awards program at Homecoming
2. Alumni web site maintained
3. Vanity License Plate Program
4. MBNA/UWA MasterCard Program
5. Alumni Wellness Program
6. 67 scholarships awarded
7. Address correction submissions through internet
8. Secure web site for donations
9. 14 alumni events held
10. Attended upgrade training in Charleston, South Carolina
11. Upgraded Raiser's Edge from 6.x to 7.01
12. Attended User's Groups for Raiser's Edge in Birmingham, Alabama

### Fundraising

1. Continued year two of capital campaign
2. Continued governmental affairs efforts
3. Continued normal financial reporting and receipting procedures
4. Attended Blackbaud User Group Seminars

## Financial Affairs

### Business Office

None

### Campus Police

1. Purchase of Radar Gun
2. Started keeping log of officers' activities on day shift
3. Additional auxiliary officers were hired
4. Expanded office space

### Bookstore

None

### Physical Plant

1. Replaced A/C chillers at Brock and Spieth, HVAC systems at Foust Rm. 5 and 7, hot water pumps at Spieth and Selden
2. Reworked grease trap and re-piped sewage lines at cafeteria
3. Replaced roofs at SUB, Moon, Spieth, Selden, and Armory; replaced ceilings 2<sup>nd</sup> floor west Bibb Graves
4. Painted all rooms, replaced carpets at Reed and Hoover; installed vinyl siding and gutters at McConnell House
5. Renovated women's bathroom at Foust; installed new entrance doors and hardware at Bibb Graves
6. Completed planned portion of sidewalk modifications for wheelchair accessibility; replaced trees and shrubs around Armory and duck pond
7. Upgraded controls for practice field irrigation system, began landscape upgrades at Webb
8. Performed over 50% of Grounds equipment maintenance and repair in-house

### Property Control and Inventory

1. Purchasing Dept. reviewed requisitions processed during the past fiscal year
2. The Examiners of Public Accounts performed an annual audit of the University of West Alabama inventory

### Print Shop

None

**Library**

None

## **Nursing**

1. Maintain continuing education/professional development of faculty as mandated by state and national accrediting agencies
2. Contact with a professional consultant for evaluation of curriculum and testing program
3. Sponsor a minimum of two continuing education workshops for nurses within the service area
4. Maintain state approval as a continuing education provider
5. Develop Self-Study Report for National League for Nursing accreditation visit

## **Graduate Studies**

1. Additional Faculty members hired in the College of Education
2. Part-time Professor in Education Administration added SU 2001
3. Graduate Student Satisfaction Survey implemented Spring 2001
4. Small increase in Graduate enrollment
5. Continued growth in enrollment in Education Administration, Library Media, and Counseling/Psychology Programs
6. Web based Library Media course
7. One new Graduate Assistant
8. Graduate Assistantship Stipend increased for 2000-2001