

**END OF YEAR REPORT FORMAT FOR ANNUAL ASSESSMENT 2015-2016**

<b>Unit Name</b>	School of Arts and Sciences
<b>Goal 1</b>	Continue to promote a four year culture
<b>Strategic Initiative(s) (Choose from priorities 1-5)</b>	<ol style="list-style-type: none"> <li>1. <b>Access with Excellence</b> Gordon State College will serve the educational needs of the region and the state by maintaining its mission as an access institution, while expanding to offer wider access to baccalaureate programs and assuring excellence in its offerings and service to its constituents. By maintaining access while expanding programs, Gordon State College will open the doors to a college education to a wider audience, resulting in a more educated Georgia.</li> <li>2. <b>A Diverse Academic Environment</b> Gordon State College will advance the academic work of the College and the resources that support it. The synthesis of the intellectual, cultural and material resources of the campus community will support the development of effective habits of mind for all participants. The College will support the physical, technological and pedagogical resources needed to achieve this goal. This focuses resources and energies on the core educational mission of the College, and promotes the ongoing development of all of the College’s stakeholders through strategic allocation of resources.</li> <li>3. <b>Retention, Progression, and Graduation</b> Gordon State College will increase retention (the number of students that are retained from one year to the next), graduates (the number of students who graduate from two-year and four-year programs), and the number of students who progress from Gordon State College to the next appropriate step (such as transfer to another college). By accomplishing these goals, the College will contribute to a more educated population, prepared to face the challenges and opportunities of the 21st century.</li> <li>4. <b>Community Partnerships and Engagement</b> Gordon State College will support and enhance pathways for the exchange of knowledge and other resources with the community, including local, regional, state, and national entities. These community partnerships will strengthen both the College and the community by increasing the resources available to each, and build a mutual respect for the benefits each brings to the partnership.</li> </ol>

<b>Time Frame</b>	2015-2016
<b>Objective 1</b>	Increase opportunities for undergraduate research.
<b>Measures</b>	Undergraduate research for faculty and students
<b>Target (Desired Performance and Deadline) 1</b>	Number of students participating increase by 10%
<b>Data Collection (Who/Where/When)</b>	Dr. Amanda Duffus organized the undergraduate research symposium. Presentations and posters were given in NHS124.
<b>Findings &amp; Status</b>	Unfortunately, we didn't achieve a 10% increase in student participation in the symposium. Only 15 students are participating which is the same as the number of students who participated in 2014. However, this is an increase in student participants over last year.
<b>Discussion of Results and Action Plan</b>	The committee is considering expanding the symposium to other USG institutions in the area to create a regional symposium.
<b>Target (Desired Performance and Deadline) 2</b>	Increase the number of research projects by 1 from previous year
<b>Data Collection (Who/Where/When)</b>	Dr. Finazzo solicited input from Department Chairs in May of 2016.
<b>Findings &amp; Status</b>	In 2014/2015, 24 students were involved in research in biology and 5 were involved in student research in History. So far, in 2015-2016 4 students in biology have been identified.
<b>Discussion of Results and Action Plan</b>	Currently, 27 students are participating in research projects with History and Biology faculty members.
<b>Objective 2</b>	Increase opportunities for students to explore graduate school options.
<b>Measures</b>	Graduate school options
<b>Target (Desired Performance and Deadline) 1</b>	200 + students at Graduate School Symposium
<b>Data Collection (Who/Where/When)</b>	Dr. Kalisha Smith organized the Graduate School Recruitment Fair this year. The Fair held on October 8th had representatives from 30 programs, representing more than 25 schools. The fair was held in the foyer of the IC building. Dr. Smith reports that more than 200 students attended and met with graduate school representatives.
<b>Findings &amp; Status</b>	Dr. Kalisha Smith organized the Graduate School Recruitment Fair this year. The Fair held on October 8th had representatives from 30 programs, representing more than 25 schools. Dr. Smith reports that more than 200 students attended and met with graduate school representatives.  School representatives provided positive feedback as did students.
<b>Discussion of Results and Action Plan</b>	Consider establishing an agency account and a registration fee to support event, refreshments, etc.

<b>Target (Desired Performance and Deadline) 2</b>	One graduate school event for each department
<b>Data Collection (Who/Where/When)</b>	No departments have reported on this.
<b>Findings &amp; Status</b>	The History department held 2 grad school workshops. The Biology department provided students with information on summer enrichment opportunities and on the pre-doctoral symposium held by the Medical College of Georgia.
<b>Discussion of Results and Action Plan</b>	This will be considered as an action item for this upcoming year.
<b>Objective 3</b>	Promote increased emphasis on professional development among faculty.
<b>Measures</b>	Faculty professional development
<b>Target (Desired Performance and Deadline) 1</b>	10% increase of presentations at Teaching Matters
<b>Data Collection (Who/Where/When)</b>	Dr. Courtney Grubbs collected the data on April 1-2 <sup>nd</sup> , 2016. Event was held in various classrooms on campus.
<b>Findings &amp; Status</b>	9 faculty participated in Teaching Matters this year.
<b>Discussion of Results and Action Plan</b>	We will continue to encourage faculty to share their expertise with their colleagues.
<b>Target (Desired Performance and Deadline) 2</b>	Increase training opportunities
<b>Data Collection (Who/Where/When)</b>	Data reported by Department Heads to dean. Details are included in annual faculty evaluations.
<b>Findings &amp; Status</b>	At least 7 faculty, biologists attended professional development conferences. 6 faculty in History and 6 faculty in biology attended a total of 23 workshops
<b>Discussion of Results and Action Plan for Target 2</b>	While faculty are active in training and professional development more can be done. Unfortunately, this current year the college is experiencing will have additional financial constraints that may require more creative approaches to advance target 2.
<b>Target 3 (Desired Performance and Deadline)</b>	Increase scholarly pursuits
<b>Data Collection (Who/Where/When)</b>	Reported by Department Heads to Dean in May and in faculty evaluation.
<b>Findings &amp; Status</b>	5 faculty in biology have either contributed chapters in books or presented at professional meetings. Other departments have not reported regarding this item.
<b>Discussion of Results and Action Plan</b>	Currently, there is not mechanism within the school to keep track of scholarly accomplishments within the school. A spread sheet has been developed and the chairs have been asked to record faculty accomplishments on a common spreadsheet.
<b>Goal 2</b>	Increase community collaborations
<b>Strategic Initiative(s) (Choose</b>	

<p>from priorities 1-5)</p>	<ol style="list-style-type: none"> <li>1. <b>Access with Excellence</b> Gordon State College will serve the educational needs of the region and the state by maintaining its mission as an access institution, while expanding to offer wider access to baccalaureate programs and assuring excellence in its offerings and service to its constituents. By maintaining access while expanding programs, Gordon State College will open the doors to a college education to a wider audience, resulting in a more educated Georgia.</li> <li>2. <b>A Diverse Academic Environment</b> Gordon State College will advance the academic work of the College and the resources that support it. The synthesis of the intellectual, cultural and material resources of the campus community will support the development of effective habits of mind for all participants. The College will support the physical, technological and pedagogical resources needed to achieve this goal. This focuses resources and energies on the core educational mission of the College, and promotes the ongoing development of all of the College's stakeholders through strategic allocation of resources.</li> <li>3. <b>Retention, Progression, and Graduation</b> Gordon State College will increase retention (the number of students that are retained from one year to the next), graduates (the number of students who graduate from two-year and four-year programs), and the number of students who progress from Gordon State College to the next appropriate step (such as transfer to another college). By accomplishing these goals, the College will contribute to a more educated population, prepared to face the challenges and opportunities of the 21st century.</li> <li>4. <b>Community Partnerships and Engagement</b> Gordon State College will support and enhance pathways for the exchange of knowledge and other resources with the community, including local, regional, state, and national entities. These community partnerships will strengthen both the College and the community by increasing the resources available to each, and build a mutual respect for the benefits each brings to the partnership.</li> </ol>
<b>Time Frame</b>	2015-2016
<b>Objective 1</b>	Establish more internships
<b>Measures 1</b>	Internships
<b>Target (Desired Performance and Deadline) 1</b>	Increase community partners by 10%
<b>Data Collection</b>	As of May of 2016 there has been no progress on this goal.

<b>(Who/Where/When)</b>	
<b>Findings &amp; Status</b>	Biology and History both report no results on this, one department cited "no funding".
<b>Discussion of Results and Action Plan</b>	The history department is involved with the Griffin "Killed in Action" initiative to recognize fallen soldiers.
<b>Target (Desired Performance and Deadline) 2</b>	Increase the number of internships available to students by 1 student in each department that offers optional internships.
<b>Data Collection (Who/Where/When)</b>	Reported by Department Heads to the Dean in May of 2015.
<b>Findings &amp; Status</b>	Biology reported 3 students participating in internships. History had 9 students participating in internships in 2014 and 4 in 2015.
<b>Discussion of Results and Action Plan</b>	Biology currently has 4 students doing internships and history has 10 students involved with internships.
<b>Objective 2</b>	Involve community members in our academic activities.
<b>Measures 1</b>	Community involvement
<b>Target (Desired Performance and Deadline) 1</b>	5 external speakers
<b>Data Collection (Who/Where/When)</b>	Data collected by the Dean as reported by the Department Heads during collection in May.
<b>Findings &amp; Status</b>	History invites the FDR speaker every year and Biology invited a speaker from the CDC this year. Other departments have not reported in. Biology does have a speaker series.
<b>Discussion of Results and Action Plan</b>	Formal efforts to establish a coherent School-wide effort to have a speaker series is not in place. This is an initiative that may need to be reexamined in light of other priorities.
<b>Target (Desired Performance and Deadline) 2</b>	3 service learning projects
<b>Data Collection (Who/Where/When)</b>	The Project data was reported to the Dean by Department Heads and various event sponsors.
<b>Findings &amp; Status</b>	History created an archival/oral history project. The School has sponsored the development of a community garden. This is a work in progress. The Biology department sponsored it first Science Olympiad for high school students. 5 schools, 14 teams participated. Faculty also serve as science fair judges.
<b>Discussion of Results and Action Plan</b>	The School is making progress in this areas and will continue to build on this next year.
<b>Objective 3</b>	Increase interdepartmental collaborations in academic degree programs and other academic events/activities.
<b>Measures 1</b>	Interdepartmental collaborations
<b>Target (Desired Performance and Deadline) 1</b>	1 new track, and 5 courses, within existing baccalaureate degrees
<b>Data Collection (Who/Where/When)</b>	NA
<b>Findings &amp; Status</b>	Biology created BIOL4700 Developmental Biology. History created HIST2000 Historical Research and Writing Other departments have proposed new courses and revised courses this fall and are awaiting

	approval. No new tracks have been added.
<b>Discussion of Results and Action Plan</b>	Courses were created to better serve students and degree programs. Resources have been allocated and the departments are prepared to implement new tracts and courses.
<b>Goal 3</b>	Continue to expand and/or enhance course and program delivery options to increase retention and completion.
<b>Strategic Initiative(s) (Choose from priorities 1-5)</b>	<ol style="list-style-type: none"> <li><b>1. Access with Excellence</b> Gordon State College will serve the educational needs of the region and the state by maintaining its mission as an access institution, while expanding to offer wider access to baccalaureate programs and assuring excellence in its offerings and service to its constituents. By maintaining access while expanding programs, Gordon State College will open the doors to a college education to a wider audience, resulting in a more educated Georgia.</li> <li><b>2. A Diverse Academic Environment</b> Gordon State College will advance the academic work of the College and the resources that support it. The synthesis of the intellectual, cultural and material resources of the campus community will support the development of effective habits of mind for all participants. The College will support the physical, technological and pedagogical resources needed to achieve this goal. This focuses resources and energies on the core educational mission of the College, and promotes the ongoing development of all of the College’s stakeholders through strategic allocation of resources.</li> <li><b>3. Retention, Progression, and Graduation</b> Gordon State College will increase retention (the number of students that are retained from one year to the next), graduates (the number of students who graduate from two-year and four-year programs), and the number of students who progress from Gordon State College to the next appropriate step (such as transfer to another college). By accomplishing these goals, the College will contribute to a more educated population, prepared to face the challenges and opportunities of the 21st century.</li> </ol>
<b>Time Frame</b>	2015-2016
<b>Objective 1</b>	Implement Guided Pathways to Success
<b>Measures 1</b>	Guided Pathways
<b>Target (Desired Performance and Deadline) 1</b>	Establish 1 high-impact program per school
<b>Data Collection (Who/Where/When)</b>	After review and much discussion it has been decided to suspend guided pathways. This initiative is not a good fit for most programs at GSC.
<b>Findings &amp; Status</b>	Current changes in Area F description USG-wide has made this irrelevant.

<b>Discussion of Results and Action Plan</b>	Area F is currently being reviewed. The recommendation for this year is to consolidate and redefine area F
<b>Target (Desired Performance and Deadline) 2</b>	Determine 1 milestone course per discipline
<b>Data Collection (Who/Where/When)</b>	This target has been placed on a back burner.
<b>Findings &amp; Status</b>	Faculty have been asked to develop program maps for their AS or AA degrees. Identification of milestone courses will be a part of that.
<b>Discussion of Results and Action Plan</b>	
<b>Objective 2</b>	Increase options for adult-learners through increased alternative course delivery options.
<b>Measures 1</b>	Options for adult-learners
<b>Target (Desired Performance and Deadline) 1</b>	50% increase in half-session hybrids
<b>Data Collection (Who/Where/When)</b>	As of May 2015, we are currently holding with our existing offerings. Enrollment is stagnant and there is concern that online courses are not bringing in new students but simply funneling off existing students.
<b>Findings &amp; Status</b>	I am currently exploring the training of faculty in online instruction. I do not want to proceed with this goal until we can guarantee the quality of instruction.
<b>Discussion of Results and Action Plan</b>	
<b>Target (Desired Performance and Deadline) 2</b>	Increase Weekend College cohorts by 75%
<b>Data Collection (Who/Where/When)</b>	Dr. Kicklighter reported data to the Dean in May. Currently, there are some resource limitations with faculty and some enrollments challenges that must be addressed.
<b>Findings &amp; Status</b>	We are continuing to increase the number of weekend college cohorts, however we are facing resource limitations and this may not be possible without more faculty.
<b>Discussion of Results and Action Plan</b>	See above.
<b>Target (Desired Performance and Deadline) 3</b>	2 cohorts with a minimum of 20 students each
<b>Data Collection (Who/Where/When)</b>	Spring 2015, Dr. Kicklighter
<b>Findings &amp; Status</b>	We currently have 2 cohorts and are anticipating adding another this spring.
<b>Discussion of Results and Action Plan</b>	Met target.
<b>Objective 3</b>	Review Area F programs for potential consolidation or cancellation.
<b>Measures 1</b>	Area F review
<b>Target (Desired Performance and Deadline)</b>	Reduce by 25%

<b>Data Collection (Who/Where/When)</b>	Area F has been redefined at the system level. We are still waiting for direction on how to approach this. Biology did consolidate a number of area F this past year.
<b>Findings &amp; Status</b>	Some Area F's have been eliminated. Currently, discussions are occurring with regard as to which area F curricula should be designated as associate degree options.
<b>Discussion of Results and Action Plan</b>	New associate degrees have been proposed which will require consideration next year.
<b>Goal 4</b>	Increase the number of graduates in associate and baccalaureate programs.
<b>Strategic Initiative(s) (Choose from priorities 1-5)</b>	<p>1. <b>Access with Excellence</b> Gordon State College will serve the educational needs of the region and the state by maintaining its mission as an access institution, while expanding to offer wider access to baccalaureate programs and assuring excellence in its offerings and service to its constituents. By maintaining access while expanding programs, Gordon State College will open the doors to a college education to a wider audience, resulting in a more educated Georgia.</p> <p>3. <b>Retention, Progression, and Graduation</b> Gordon State College will increase retention (the number of students that are retained from one year to the next), graduates (the number of students who graduate from two-year and four-year programs), and the number of students who progress from Gordon State College to the next appropriate step (such as transfer to another college). By accomplishing these goals, the College will contribute to a more educated population, prepared to face the challenges and opportunities of the 21st century.</p> <p>4. <b>Community Partnerships and Engagement</b> Gordon State</p>
<b>Time Frame</b>	2015-2015
<b>Objective 1</b>	Continue to identify barriers to degree completion which students may encounter.
<b>Measures</b>	Degree completion barriers
<b>Target (Desired Performance and Deadline)</b>	Conference presentation-level paper/White Paper written.
<b>Data Collection (Who/Where/When)</b>	Spring. Data has been collected by the dean and shared with the VPAA on baccalaureate degree completion in several programs.
<b>Findings &amp; Status</b>	This is a new goal added for next year.
<b>Discussion of Results and Action Plan</b>	Data is still be reworked.
<b>Objective 2</b>	Address barriers to degree completion.
<b>Measures</b>	Barriers to degree completion



<b>Target (Desired Performance and Deadline)</b>	Identify and address 2 barriers for each department
<b>Data Collection (Who/Where/When)</b>	Still collecting and crunching data.
<b>Findings &amp; Status</b>	Research not done
<b>Discussion of Results and Action Plan</b>	This goal may need to go on the back burner. Other issues may need to take precedence.
<b>Objective 3</b>	Develop promotional strategies
<b>Measures</b>	Recruit majors
<b>Target (Desired Performance and Deadline) 1</b>	Improve NSO and CVD by 10%
<b>Data Collection (Who/Where/When)</b>	Fall of 2015, Collected Spring of 2016.
<b>Findings &amp; Status</b>	NSO and CVD were very successful this fall.
<b>Discussion of Results and Action Plan</b>	NSO is not a major recruitment effort for academic affairs since it is under the control of student affairs. The School needs to address better methods of recruitment. The dean and department heads will address that in the next year.
<b>Target (Desired Performance and Deadline) 2</b>	Attendance
<b>Data Collection (Who/Where/When)</b>	Fall of 2015, Collected Spring of 2016.
<b>Findings &amp; Status</b>	Online confirmation was very successful.
<b>Discussion of Results and Action Plan</b>	Online confirmation was very successful.