**Texas A&M University-Corpus Christi**

**Detailed Assessment Report**  
**2008-2009 Faculty Renaissance Center**

**Student Learning Outcomes, with Any Associations and Related Measures, Achievement Targets, Findings, and Action Plans**

**O 1: Continuous improvement of teaching and learning.**

The FRC will assist faculty in their efforts to help improve teaching methods and strategies that affect student (and teacher) learning.

**Strategic Plans:**

Texas A&M-Corpus Christi

1.1 Provide excellent academic programs & instruction.
1.3 Promote lifelong learning and global citizenship.
1.4 Provide a supportive and safe campus environment
1.9 Expand University impact and stature.

**Related Measures:**

**M 1: Attendance at New Faculty Orientation**

The Faculty Renaissance Center, working with the Faculty Senate, provides an orientation session for new faculty at the beginning of the academic year. In addition, the FRC hosts several events during the year to welcome faculty and make them familiar with the FRC and its resources.

Source of Evidence: Activity volume

**Achievement Target:**

The FRC will strive to have at least 75% of new tenure track faculty members attend the New Faculty Orientation session and at least one other FRC sponsored function focused on new faculty.

**Findings (2007-2008) - Achievement Target: Met**

At least 80% of new faculty attended the New Faculty Orientation sponsored by the Faculty Senate and the FRC. In addition, most also attended a New Faculty Party at the FRC Director’s home at the beginning of the academic year, as well as other FRC sponsored events focused on new faculty.

**M 2: Sponsor and present seminars, workshops, etc.**

The FRC will sponsor and present seminars, workshops and individual consultation on teaching methods, classroom assessment, teaching portfolios, civic engagement, and related issues.

Source of Evidence: Evaluations
Achievement Target:
The FRC will host at least five seminars, workshops, webinars, etc. per semester focused on teaching methods, classroom assessment, teaching portfolios, civic engagement, and related issues.

**Findings (2007-2008) - Achievement Target: Met**
The FRC hosted more than five seminars, workshops, webinars, etc. per semester during the 2007-2008 academic year focused on teaching methods, classroom assessment, teaching portfolios, civic engagement, and related issues.

M 3: Integrate technology into the classroom

The FRC will assist in helping faculty integrate technology into the teaching and learning process.

Source of Evidence: Evaluations

Achievement Target:

The FRC will routinely survey faculty regarding their satisfaction in relation to assistance they receive from the FRC pertaining to integrating technology into the teaching and learning process. This is currently limited to technology support supplied by Joseph Doan. The FRC strives to have an overall satisfactory response of greater than 75%.

**Findings (2007-2008) - Achievement Target: Not Met**
The FRC did not administer surveys last year to assess faculty satisfaction in regards to assistance they received from the FRC pertaining to integrating technology into the teaching and learning process.

M 4: Support for teaching assessment

The FRC will provide resources and support for observations and formative assessments of teaching, for peer collaborations, and for reflection.

Source of Evidence: Client satisfaction survey (student, faculty)

Achievement Target:

The Pedagogy Fellow working with other faculty on campus, in particular faculty members serving on the Teaching Excellence Committee, will develop plans to provide resources to support observations and formative assessments of teaching, for peer collaborations, and for reflection. In addition, the FRC will provide these services for at least five faculty members per semester.

**Findings (2007-2008) - Achievement Target: Partially Met**
The Teaching Excellence Committee, has developed a draft plan to provide resources to support observations and formative assessments of teaching, for peer collaborations, and for reflection. However, the FRC currently does not have a Pedagogy Fellow to help administer the assessment activities. Therefore, the FRC has not yet made these services available to faculty members.

M 5: Obtain grants focused on teaching and learning

The Pedagogy Fellow working with the other FRC staff/Fellows will facilitate and/or obtain grants focused on stimulating excellence in teaching and learning.

Source of Evidence: Activity volume
**Achievement Target:**
The Pedagogy Fellow working with the other FRC staff/Fellows will write at least two grants per year focused on stimulating excellence in teaching and learning.

**Findings (2007-2008) - Achievement Target: Not Met**
No grants were written this past academic year since the FRC did not have a Pedagogy Fellow to lead in this effort. However, the FRC Director did submit one proposal to the National Science Foundation for $600,000 to fund scholarships for science majors which has received favorable review and will likely be funded.

**M 6: Support for conducting program reviews.**
The FRC Pedagogy and Assessment Fellows will provide consultation and/or support for conducting program reviews.

Source of Evidence: Activity volume

**Achievement Target:**
The FRC Pedagogy and Assessment Fellows will provide consultation and/or support for conducting program reviews as needed/requested.

**Findings (2007-2008) - Achievement Target: Not Met**
Since the FRC does not currently have a Pedagogy or an Assessment Fellow, the FRC could not provide consultation and/or support for conducting program reviews.

**M 7: Teaching technology support**
The FRC staff and Fellows will assist faculty in determining appropriate levels and applications of technology for their courses.

Source of Evidence: Activity volume

**Achievement Target:**
The FRC staff and Fellows will assist faculty as needed/requested in determining appropriate levels and applications of technology for their courses.

**Findings (2007-2008) - Achievement Target: Partially Met**
In order to adequately address faculty needs in terms of determining appropriate levels and applications of technology for their courses, two currently unfunded positions are required, a Pedagogy Fellow and an Instructional Designer. The FRC is requesting $12,000 per year this coming academic year to pay for a 6 hour course load release for a Pedagogy Fellow who has experience in instructional design. The faculty member that has been identified with this particular expertise is Kakali Bhattacharya. She has a Master’s degree in instructional design and she can help fill the void for the instructional designer until such time as funding is available to hire a full time Instructional Designer.

**M 8: Help create a student-centered learning climate**
Help create a student-centered learning climate by: sponsoring and presenting workshops and seminars on active learning, learning styles, the learning needs of diverse students, and adapting curriculum for special needs students; developing
multiple, alternative forms of assessments of student learning; and develop an ongoing series of embedded assessment workshops.

Source of Evidence: Evaluations

**Achievement Target:**

The FRC will help create a student-centered learning climate by: sponsoring and presenting at least 3 workshops and seminars on active learning, learning styles, the learning needs of diverse students, and adapting curriculum for special needs students per year; developing multiple, alternative forms of assessments of student learning; and develop an ongoing series of embedded assessment workshops.

**Findings (2007-2008) - Achievement Target: Partially Met**

The FRC has sponsored and presented at least 3 workshops and seminars on active learning, learning styles, the learning needs of diverse students, and adapting curriculum for special needs students per for the academic year 2007-2008. However, the FRC has not developed multiple, alternative forms of assessments of student learning or developed an ongoing series of embedded assessment workshops.

**O 2: Increase faculty scholarly and research activities**

The FRC will assist the university in its mission to create an environment that increases quality and quantity of faculty creative, scholarly, and research activities.

**Strategic Plans:**

**Texas A&M-Corpus Christi**

1.5 Increase research and creative activity.
1.7 Commitment to faculty & staff diversity & quality.
1.8 Build & sustain mutually supportive relationships.
1.9 Expand University impact and stature.

**Related Measures:**

**M 5: Obtain grants focused on teaching and learning**

The Pedagogy Fellow working with the other FRC staff/Fellows will facilitate and/or obtain grants focused on stimulating excellence in teaching and learning.

Source of Evidence: Activity volume

**Achievement Target:**

The grants written by the Pedagogy Fellow and/or other faculty here at TAMUCC would most likely be related to the expertise of the PI's on the grant and serve as a research topic for these faculty thus enhancing their research and scholarly activities.

**Findings (2007-2008) - Achievement Target: Not Met**

No grants were written this past academic year since the FRC did not have a Pedagogy Fellow to lead in this effort.

**M 9: Support faculty scholarly, and research activities**

The FRC will provide resources to support faculty with individual and collaborative creative, scholarly, and research activities by: providing a central repository for announcements of opportunities such as a reading room and web database of
selected materials relevant to our faculty; sponsoring monthly colloquia and/or presentations for faculty to share their work in progress; sponsoring at least 2 workshops each semester that focus on inter- and intra-disciplinary collaboration among faculty and possible community connections for collaboration; providing online interactive web space for peer review/collaboration; and provide an online forum for faculty to (pre) publish work.

Source of Evidence: Activity volume

**Achievement Target:**

The FRC will: provide a central repository for announcements of opportunities such as a reading room and web database of selected materials relevant to our faculty; sponsor monthly colloquia and/or presentations for faculty to share their work in progress; sponsor at least 2 workshops each semester that focus on inter- and intra-disciplinary collaboration among faculty and possible community connections for collaboration; providing online interactive web space for peer review/collaboration; and provide an online forum for faculty to (pre) publish work.

**Findings (2007-2008) - Achievement Target: Partially Met**

The FRC has sponsored at least two workshops this past Fall (Fall 2008) that focus on inter- and intra-disciplinary collaboration among faculty and possible community connections for collaboration but nothing before that. The FRC has not done anything with respect to the other activities.

**M 10: Develop Evaluation, Assessment & Research Office**

The Office of Evaluation, Assessment and Research would serve as a resource for faculty to assist them with a variety of evaluation and assessment needs as well as in grant writing. The office would contain a diverse group of faculty and staff with expertise and experience in research, grants, and evaluation. They would provide high quality feedback—both quantitative and qualitative—to program directors and funding agencies through: focus groups, ethnographic interviews, scaling, questionnaire creation, surveys, online data collection, data/statistical analysis, etc. The office would also assist faculty with editing and review of manuscripts and research proposals, as well as possibly serving as a “for hire” resource to local businesses, civic organizations and governmental agencies wanting assistance with grant writing. The office could also bring in revenue by hosting local and regional grant writing workshops.

All three of the Fellows for which funding is being requested in this budget cycle would play a key role in development of this office. The Pedagogy Fellow would be a resource for educational type grants in which a large portion of our external funding is derived from. The Research and Scholarly Activity Fellow would assist in all proposal writing related activities and the Assessment Fellow would be the lead person providing evaluation and assessment support of grants requiring external evaluation. In data supplied by the Office of Research and Scholarly Activity, in 2007 the university received almost $20,000,000 in new awards with about 55% being derived from research grants and the other 45% (~$9,000,000) being from education and service type grants. The education and service type grants often require evaluation and assessment of their program by “external” evaluators. The fee for assessment is often as high as 10% of the total cost of the project for many of these programs. The assessment is usually farmed out to organizations off campus such as the
Texas Engineering Experiment Station and the West Texas Office of Evaluation and Research. Establishment of such an office on campus could reap significant benefit to our campus long term. Additional sources of income would be derived from fees charged for attendance to grant writing workshops, as well as the fees charged for assistance in writing of grants for local businesses, civic organizations and governmental agencies. Eventually this office, like many such offices in universities across the nation, would be self sustaining.

Source of Evidence: Activity volume

**Achievement Target:**
The Office of Evaluation and Research would serve as a resource to faculty to assist them with a variety of evaluation and assessment needs as well as in grant writing on an as needed/requested basis.

**Findings (2007-2008) - Achievement Target: Not Met**
The Office of Evaluation and Research has not been developed yet because the FRC currently does not have enough funds to pay for the workload reassignment of these positions.

**Other Outcomes/Objectives, with Any Associations and Related Measures, Achievement Targets, Findings, and Action Plans**

**O 3: Increase faculty leadership and service activities**
The FRC will assist in creating an environment that accommodates faculty involved with ongoing leadership and service activities, and encourages new and creative service activities.

**Strategic Plans:**

**Texas A&M-Corpus Christi**
1.3 Promote lifelong learning and global citizenship.
1.4 Provide a supportive and safe campus environment
1.8 Build & sustain mutually supportive relationships.
1.9 Expand University impact and stature.

**Related Measures:**

**M 2: Sponsor and present seminars, workshops, etc.**
The FRC will sponsor and present seminars, workshops and individual consultation on teaching methods, classroom assessment, teaching portfolios, civic engagement, and related issues.

Source of Evidence: Evaluations

**Achievement Target:**
The FRC will host at least one seminar, workshop, webinar, etc. per semester focused creating an environment that accommodates faculty involved with ongoing leadership and service activities, and encourages new and creative service activities.

**Findings (2007-2008) - Achievement Target: Met**
The FRC did hold at least one seminar, workshop, webinar, etc. per semester
during the academic year 2007-2008 focused on creating an environment that accommodates faculty involved with ongoing leadership and service activities, and encourages new and creative service activities.

**M 11: Promote leadership and service activities**

The FRC will assist in helping create and maintain an environment that accommodates faculty involved with ongoing leadership and service activities, and encourages new and creative service activities.

**Source of Evidence: Activity volume**

**Achievement Target:**

The FRC will record activities of service by: publishing annual reports that document service rendered by faculty, and coordinate with the PIO to ensure faculty recognition within and beyond the University; issue certificates/letters describing the extent and type of service for participating faculty to include in P&T portfolios; create and maintain web space devoted to A&M-CC service activities, highlighting successes; and work with the Faculty Senate to encourage faculty engagement in service activities; present periodic seminars/workshops on specific service activities concerning their challenges, successes and impacts.

In addition, the FRC will help faculty become recognized institutional leaders by: identifying and mentoring new faculty leaders; define and facilitate the continuing professional development and expanding responsibilities of senior faculty leaders; provide workshops on administrative roles and responsibilities; facilitate transition for individuals from faculty to leadership roles; and facilitate transition for individuals from administrative to faculty roles.

**Findings (2007-2008) - Achievement Target: Not Met**

The FRC has done very little to date in regards to promoting leadership and service activities. This is due in large part to a lack of resources (personnel in particular) and the fact that the FRC to date has not placed a high priority on this issue since resources were limited.

**O 4: Maintain information about faculty development**

The FRC will develop and maintain a communication center and repository for information about all University activities related to faculty development.

**Strategic Plans:**

**Texas A&M-Corpus Christi**

1. Provide excellent academic programs & instruction.
2. Manage resources efficiently and effectively.
3. Achieve targeted national prominence.
4. Promote lifelong learning and global citizenship.
5. Provide a supportive and safe campus environment.
6. Increase research and creative activity.
7. Commitment to faculty & staff diversity & quality.
8. Build & sustain mutually supportive relationships.
9. Expand University impact and stature.

**Related Measures:**

**M 9: Support faculty scholarly, and research activities**
The FRC will provide resources to support faculty with individual and collaborative creative, scholarly, and research activities by: providing a central repository for announcements of opportunities such as a reading room and web database of selected materials relevant to our faculty; sponsoring monthly colloquia and/or presentations for faculty to share their work in progress; sponsoring at least 2 workshops each semester that focus on inter- and intra-disciplinary collaboration among faculty and possible community connections for collaboration; providing online interactive web space for peer review/collaboration; and provide an online forum for faculty to (pre) publish work.

Source of Evidence: Activity volume

**Achievement Target:**

As described previously, the FRC has recently hired a student worker to help gather information about each faculty member; this information is needed to develop a searchable web based site where faculty can find out what other faculty are conducting related research and scholarly activities. This web site should help increase the potential for collaboration across campus. Additional resources will be needed to hire a web designer to develop the searchable website to store the data. The FRC will again try to acquire a computer science graduate student that can assist the FRC with this activity.

**Findings (2007-2008) - Achievement Target: Not Met**

More time and resources are needed to complete and maintain this site.

**O 5: Help create and sustain a collegial environment**

The FRC will work towards creating and sustaining a collegial environment in which new and existing faculty can grow harmoniously.

**Strategic Plans:**

**Texas A&M-Corpus Christi**

- 1.4 Provide a supportive and safe campus environment
- 1.7 Commitment to faculty & staff diversity & quality

**Related Measures:**

**M 2: Sponsor and present seminars, workshops, etc.**

The FRC will sponsor and present seminars, workshops and individual consultation on teaching methods, classroom assessment, teaching portfolios, civic engagement, and related issues.

Source of Evidence: Evaluations

**Achievement Target:**

The FRC will host at least one social function per year to help create and sustain a collegial environment in which new and existing faculty can grow harmoniously.

**Findings (2007-2008) - Achievement Target: Met**

The FRC Director hosted a party at his house for all new faculty as well as the Deans of each college and other administrators to welcome new faculty to our campus and allow them to meet administrators in a relaxed social setting. In addition, the FRC along with the Provost’s Office and the Music Department hosted a Holiday Gala Social at the end of Fall 2008.

**M 12: Create and maintain a collegial environment**
The FRC will work towards creating and maintaining a collegial environment in which new and existing faculty can grow harmoniously.

Source of Evidence: Evaluations

**Achievement Target:**

The FRC will work towards creating and maintaining a collegial environment in which new and existing faculty can grow harmoniously by: establishing a faculty club and sponsoring social activities, recreational sport events, and other events to bring faculty together in a relaxed social setting to promote collegiality.

**Findings (2007-2008) - Achievement Target: Not Met**

Nothing of significance was done in the academic year 2007-2008 in this regard.