

# CLOSING THE LOOP AT IUP

## EVIDENCE OF LINKED PLANNING, ASSESSMENT AND ACTION IN ACADEMIC AFFAIRS

The actions listed here are only a small fraction of the actions carried out by this division. These examples were highlighted because they show the most prominent linkage between strategic planning, assessment, action and results or budgeting.

### OVER-ARCHING UNIVERSITY STRATEGIC GOAL: ACADEMIC EXCELLENCE

Academic Strategic Plan Goal	Academic Affairs Action Taken	Assessment on Which Action was Based	Dates of Action	Linked Budgeting or Results (where applicable / available)
Academic Programs	Academic Programs or Tracks Voluntarily Discontinued by Departments (General Science Education, Environmental Health, Regional Planning/Economic Development)	Varied (lack of enrolled students, documented changes in state workforce training needs, state educational regulations, etc)	2007-2010	Existing faculty resources were redirected toward stronger academic programs within each department
Academic Programs	Low-Enrolled Specialized Academic Graduate Programs Converted to Multi-Disciplinary Programs (MS in Physics/Chemistry to MS in Professional Science; MS in Disaster Response to MS in Critical Asset Protection Sciences)	# of enrolled graduate students	2009-2011	Existing faculty resources were redirected toward stronger academic programs within each department
Academic Programs	New Faculty Position in Energy Geology was created	# of energy geology jobs projected in region as documented by program review	2010-2011	One faculty line was re-allocated within College resources
Academic Programs	COEET flexible graduate programs were instituted at off-site locations to make professional development accessible to in-service teachers	Surveys of in-service teacher needs in region	2008-2011	
21st Century Learning Environment	Online master's programs in Criminology and online/summer hybrid masters in Safety Sciences were instituted on campus	Surveys and benchmarks of graduate student needs in region	2010-2011	3 graduate assistantships were given for program development

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21st Century Learning Environment	A new totally online winter class session was piloted	# of students enrolled in new winter session classes	2008-2011	New winter faculty teaching contracts were created (Article 27)
Quality / Faculty Support	Center for Teaching Excellence faculty recognition awards initiated	Analysis of student engagement trends and faculty peer mentoring requests	2007-2011	Funding for \$500 awards to all recipients of recognition for professional development, travel, course materials, etc.
Quality / Student Support	New funding for graduate stipends to attract new MS students in Physics and Biology	# of new graduate students entering program	2009-2010	\$25,000 for five supplemental stipends
Quality / Student Support	New SAT cut-off of 1000 instituted for admissions to science-based programs in the College of Health and Human Services (Nursing, Safety Sciences, etc)	# of students dismissed from science-based programs in CHHS due to low GPA	2008-2010	Lower dismissal rates observed in 2009-2010
Research & Scholarship	Undergraduate Research and Travel Funds	# of undergraduates doing research and/or presenting results at professional conferences	2008-2010	Funding of approximately \$16,000 per year in travel funds and \$1500 per year in research funds
Research & Scholarship	Graduate Research and Professional Development Funds	# of graduate students completing research	2008-2010	Funding of approximately \$6000 per year in professional development and \$7000 per year in competitive grant awards
Research & Scholarship	Graduate Student Travel Funds increased	# of graduate students presenting results at professional conferences	2009-2010	Funding of approximately \$100,000 per year in travel funds (primarily for doctoral students)
Research & Scholarship	Fund created to support conference presentations by undergraduates in STEM fields	# of undergraduate students in College of Natural Sciences & Mathematics presenting at conferences	2009-2010	\$30,000 grant from Siemens used to create a new funding mechanism

**OVER-ARCHING UNIVERSITY STRATEGIC GOAL: STUDENT DEVELOPMENT AND SUCCESS**

<b>Academic Strategic Plan Goal</b>	<b>Academic Affairs Action Taken</b>	<b>Assessment on Which Action was Based</b>	<b>Dates of Action</b>	<b>Linked Budgeting or Results (where applicable / available)</b>
Quality / Student Advising and Retention	Three college deans and one regional campus dean restored funding for retention graduate assistant (GA's) positions eliminated by statewide budget reductions. These trained psychology grad students counsel at-risk students (undecided, on academic probation or who have been referred by faculty through the Early Alert system)	# of counseled students who show increased academic success / improved GPA	2008-2010	Results from the College of Health and Human Services show that students who had 0-1 visits with GA's did not improve their GPA, but those who had 2-7 visits did improve. Moreover, up to 5 visits, the greater the number of visits with the GA, the greater the improvement in student GPA.. Based on these and other assessment results from all colleges, College funds were re-directed to support this program.
Quality / Student Advising and Retention	In collaboration with Student Affairs, a web-based degree audit program called DegreeWorks was purchased in 2010-2011 and will be implemented in 2011-2012.	Uneven progress toward degree; % satisfaction with academic advising on NSSE and other surveys	2010-2011	Funds from both Academic Affairs and Student Affairs were used to purchase the software; Academic Affairs has also committed support resources from IT Services.
Quality / Student Advising and Retention	Empowering Relationships was created to promote mentoring between upper division women students and first year women students in the College of Health and Human Services	# of first-year female students retained	2009-2010	97% of mentored first-year women students were retained at IUP
Quality / Student Advising and Retention	A sophomore Academic Transition Seminar was created to help at-risk branch-campus students transition to main-campus living	# of students leaving or failing after an unsuccessful transition from branch campus to main campus	2010-2011	A successful pilot version has been expanded and linked with other support programs and classes for at-risk students
Quality / Student Advising and Retention	A required First-Year Experience program was reinstated in 2010 for the population of entering freshmen with SAT scores of 890 or below	# of student retained and # of students eligible for Pennsylvania Higher Education Equal Opportunity Act 101 assistance	2010-2011	Decreased retention as well as decreased ACT 101 participation was noted after the required First Year Experience program was made optional in 2005

Academic Strategic Plan Goal	Academic Affairs Action Taken	Assessment on Which Action was Based	Dates of Action	Linked Budgeting or Results (where applicable / available)
Quality / Student Advising and Retention	College of Fine Arts and College of Health and Human Services created Crimson Connection, a Living-Learning Community to provide at-risk students with the skills necessary to be successful in the college classroom	# of students retained over semesters.	2008-2011	Grant support from Student Affairs through the Living-Learning mini-grant program (\$2500). Outcome: 88% fall-spring retention and 71% spring-fall retention among Crimson Connection participants compared to IUP average retention of 64% overall
Quality / Student Advising and Retention	College of Health & Human Services instituted Early Alert system to identify students at risk of dismissal for poor academic performance through web-based forms completed by faculty.	# of students dismissed due to low GPA	2008-2010	
Quality / Student Advising and Retention	Center for Student Success created in conjunction with Student Affairs to improve student retention through tutoring, peer support groups, peer mentoring and technological assistance. Initiative was based on success of prior Project ROCS (Retaining Our College Students)	# of assisted students who show improved academic success	2009-2010	Overall CGPA of Project ROCS students was 2.41 with fully participating students having earned CGPA of 2.70 vs. 2.12 for those who did not fully participate (approximately 15%)
Quality / Student Advising and Retention	Supplemental Instruction (SI) funds were targeted to gateway science courses where assessment showed that peer mentoring had the greatest impact on students at risk of failure	# of D/F/W grades in gateway science and math courses; Qualtrics surveys of student engagement in supplemental instruction versus final course grade and GPA	2005-2011	Data showed that students who regularly attended 5 or more sessions of supplemental instruction earned higher course grades and increased their overall GPA by 0.4 to 1.1 over non-participating and irregularly-participating students.
Quality / Student Advising and Retention	A new simultaneous enrollment framework was instituted for MATH 093 and MATH 100	# of D/F/W grades in remedial math courses	2009-2010	Assessment showed that simultaneous enrollment produced higher passing rates than sequential enrollment

**OVER-ARCHING UNIVERSITY STRATEGIC GOAL: CIVIC ENGAGEMENT**

<b>Academic Strategic Plan Goal</b>	<b>Academic Affairs Action Taken</b>	<b>Assessment on Which Action was Based</b>	<b>Dates of Action</b>	<b>Linked Budgeting or Results (where applicable / available)</b>
Community	Center for Community and Civic Engagement mission was revised to focus on broader civic and service learning projects and to assess and archive the results	Analysis of need for service learning coordination and broader civic engagement program (center was originally just focused on federally-mandated Constitution Day activities)	2009-2010	Funding for faculty release time was provided to support this action and assessment effort
Community	American Democracy Project broadened to include Campus Compact Project (new initiative to join a coalition of universities engaged in service learning)	Analysis of limited impact of Constitution Day activities on overall student engagement in civic action and service learning	2009-2010	Funding in the range of 2K was provided to support this action
Community	IUP Engage created to publicize cultural events on campus and in the community	Student awareness of cultural and community learning opportunities	2009-2010	Funding in the range of 1K was provided to support this action
Community	Expansion of Alternative Spring Break and other faculty-led service learning projects	Demand for service-learning opportunities on and off campus	2009-2010	Funding in the range of 5K provided to support this action

**OVER-ARCHING UNIVERSITY STRATEGIC GOAL: MARKETING AND PROMOTION**

<b>Academic Strategic Plan Goal</b>	<b>Academic Affairs Action Taken</b>	<b>Assessment on Which Action was Based</b>	<b>Dates of Action</b>	<b>Linked Budgeting or Results (where applicable / available)</b>
Academic Identity	Office of Workforce Education and Economic Development created	Analysis of workforce needs in region	2009-2011	New corporate connections and one regional alliance (Pittsburgh Energy Alliance Project Funding)
Academic Identity	Office of International Education given high visibility location in new residential revival	Surveys of potential and current students, faculty and staff	2009-2010	

**OVER-ARCHING UNIVERSITY STRATEGIC GOAL: ENROLLMENT MANAGEMENT**

<b>Academic Strategic Plan Goal</b>	<b>Academic Affairs Action Taken</b>	<b>Assessment on Which Action was Based</b>	<b>Dates of Action</b>	<b>Linked Budgeting or Results (where applicable / available)</b>
Quality / Student recruitment	Hobson's Connect email contact system implemented by Graduate Studies and Research	# of direct contacts made with potential graduate applicants by IUP	2009-2010	Funding of \$10,000 per year from graduate school
Quality / Student recruitment	Fine Arts Days created to allow prospective IUP students to audition for admission to the departments of Music, Theater and Dance	# of applicants who matriculate at IUP	2007-2010	2008-2009 decrease of 53 students matriculating was reversed to a 2009-2010 increase of 30 students matriculating

**OVER-ARCHING UNIVERSITY STRATEGIC GOAL: CONTINUOUS IMPROVEMENT**

<b>Academic Strategic Plan Goal</b>	<b>Academic Affairs Action Taken</b>	<b>Assessment on Which Action was Based</b>	<b>Dates of Action</b>	<b>Linked Budgeting or Results (where applicable / available)</b>
Academic Identity	Pilot project instituted to use TracDat for alignment and archival of assessment plans and results within Academic Affairs Division	Analysis of department and division needs to meet expectations of PASSHE program review and external accreditations	2010-2011	Funding of 5K provided to set up divisional TracDat system in
Academic Identity	Analysis by College of Humanities and Social Sciences College Assessment Committee on departmental assessment data from across the college	# of students who meet college learning goals	2009-2010	Need identified for use of broader assessment instrument and data collection via TracDat
Academic Identity	Workshops held by College of Humanities & Social Sciences College Assessment Committee to assist programs with 5-year review	# of department learning outcomes assessment plans in place (9 of 12 departments in 2009)	2009-2010	Release time provided for assessment coordinators

**OVER-ARCHING UNIVERSITY STRATEGIC GOAL: RESOURCE DEVELOPMENT**

<b>Academic Strategic Plan Goal</b>	<b>Academic Affairs Action Taken</b>	<b>Assessment on Which Action was Based</b>	<b>Dates of Action</b>	<b>Linked Budgeting or Results (where applicable / available)</b>
Research & Scholarship	Academic Excellence and Innovation Awards initiated to provide awards of up to \$10,000 on a competitive basis	# of patents, external grants or new academic initiatives	2007-2011	funded for 2010-11 in 10-50K range
Research & Scholarship	Faculty Grant Incentive Program initiated to provide \$2,500 summer stipend for faculty who submitted a grant proposal of at least \$25,000	# of grants funded and amount of grant funding obtained in by IUP faculty	2009-2011	Funded in 100K range; grant awards increased from 83 awards (\$6,007,587) in 2009 to 96 awards (\$9,942,025) in 2010
Research & Scholarship	Supplemental Travel Fund	# of referred conference presentations	2008-10	Provides supplemental funding to support referred conference presentations

**OVER-ARCHING UNIVERSITY STRATEGIC GOAL: UNIVERSITY SAFETY AND SECURITY**

<b>Academic Strategic Plan Goal</b>	<b>Academic Affairs Action Taken</b>	<b>Assessment on Which Action was Based</b>	<b>Dates of Action</b>	<b>Linked Budgeting or Results (where applicable / available)</b>
Community	College of Health & Human Services created a new program on short notice called "It Can't Happen to Me: A Program to Prevent Sexual Assault" to raise risk awareness	Data from Center for Health and Well-Being showing increased reporting of sexual assault by College of Health & Human Services students	2009-2010	