

ACADEMIC YEAR 2005-2006 UNIT PLAN
KATHERINE REESE PAMPLIN COLLEGE OF ARTS AND SCIENCES
AUGUSTA STATE UNIVERSITY

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Section 1. Purpose Statement for Pamplin College of Arts and Sciences

The Katherine Reese Pamplin College of Arts and Sciences, by offering a broad array of undergraduate courses and *degree* programs and *selected* graduate degrees, provides students with strong foundations in liberal arts and sciences as well as preparation for careers, citizenship, and a life-long love of learning. Dedicated to excellence in teaching and advising, the Pamplin College of Arts and Sciences is also committed to creating opportunities for intellectual growth, community involvement, and development of an academic community which models humane values and respects human diversity.

Section 2. Summary of Challenges and Goals

Challenge 1 (VPAA Goal 2):

Maintain high-quality accredited academic programs in which curricular offerings meet the needs of a rapidly changing world and a dynamic career marketplace.

Goals:

- 1a. Complete baseline staffing needs in existing accredited programs.

Challenge 2 (VPAA Goal 3):

Improve recruitment, retention, and satisfaction of students through effective marketing, adequate course offerings, convenient course scheduling, quality advisement, and programs that meet the needs of all students.

Goals:

- 2a. In conjunction with departments, develop individual plans for student advisement appropriate to each department's needs and capabilities.
- 2b. Evaluate CAS units to identify and implement organizational changes to more closely align the affected units with both their student and curricular needs.

Challenge 3 (VPAA Goal 4):

Hire, retain, and develop a highly proficient academic workforce.

Goals:

- 3a. Continue to hire full-time faculty to meet the needs of students and programs.
- 3b. Ensure appropriate core course coverage when formulating staffing plans.
- 3c. Develop a means to support further faculty development to retain top faculty.
- 3d. Develop a means to assist newly hired permanent faculty with their travel and research needs to continue professional development.

3e. Identify units which require additional space for academic use and/or administrative support.

3f. Develop a strategy to address issues related to salary compression and salary inequities.

Challenge 4 (VPAA Goal 6):

Make academic offerings and services as seamless as possible with K-12 and other accredited colleges and universities.

Goals:

4a. Continue collaboration between CAS and COB to identify and resolve problem areas where course transfers are unnecessarily difficult.

4b. Continue collaboration between CAS and COE to speed approval and implementation of teacher certification programs.

Challenge 5 (VPAA Goal 7):

Provide educational, cultural, and professional services to the community through continuing education programs, performing arts programs, and faculty and staff public service.

Goals:

5a. Make University programming in the arts more available and convenient to the public.

Challenge 6 (VPAA Goal 8):

Improve the community's economic development by producing graduates who meet employer's needs and expectations, by faculty and staff participating in economic development programs, and marketing the university as an economic asset.

Goals:

6a. Assist CAS departments in assessing the quality of their present internship programs; where necessary devise a means for improvement and additional support.

6b. Develop consistent assessment of academic programs and their graduates.

Challenge 7 (VPAA Goal 9):

Follow the most effective "best practices" to maintain high quality academic offerings and services.

Goals:

7a. Identify current academic “best practices” and insure they are shared and supported campus-wide.

7b. Develop/adapt new practices which will enhance students’ university experience.

Challenge 8 (CAS Goal):

Establish a system and series of reports to create an accurate and timely summer payroll list.

Goals:

8a. Collaborate with the Business Office, ITS, and Personnel Office to specify the required data items for the integrative (Banner and PeopleSoft) reports.

Challenge 9 (CAS Goal):

Develop a long-term annual technology retirement plan both college-wide and also at the unit level where appropriate.

Goals:

9a. Collaborate with ITS and produce a plan, on an annual basis, for prioritized retirement of technological equipment within units of A&S.

9b. Support budget needs for those units that desire to formulate and manage their own technology retirement plan because of the special nature of technological needs.

SECTION 3. Procedures for Evaluating Progress towards Achievement of Goals

Challenge 1

Submit staffing requests, if necessary, based upon visiting accreditation team’s reports.

Challenge 2

Determine the sufficient number of core courses and the number of staff to satisfy student demand.

Support efforts of the Special Assistant to the Vice President for Academic Affairs in identifying strategies to improve retention and graduation rates.

Challenge 3

Submit, to the VPAA, findings of the Arts & Sciences committee studying salary compression/inequities.

Review tentative offers to successful search candidates for appropriateness with regard to rank, credentials, and academic discipline.

Challenge 4

Establish a clear, sequential path for the consideration of programmatic proposals involving COE and CAS in order to ensure closer collaboration between the colleges and timely action on those proposals.

Challenge 5

Review the calendar of arts events for conflicts and accessibility problems. Assist the newly appointed Gallery Director, as required, in performing her duties and coordinating campus arts events.

Challenge 6

Review unit assessment plans and assist units as required.

Challenge 7

Hold several college-wide "Best Practices" sessions in which A&S faculty and units share their best practices with other faculty.

Challenge 8.

Produce subject report.

Challenge 9.

Submit plan to VPAA for consideration.

SECTION 4. Assistance from Other Units

Challenge 2

Special Assistant to the Vice President for Academic Affairs

Challenge 4

College of Education, College of Business Administration

Challenge 5

Physical Plant, Student Services

Challenge 6

Career Center

Challenge 8

Business Office, ITS, HRO

Challenge 9

ITS