

**Prairie View A&M University
Member Strategic Plan
for the
Texas A&M University System
System Strategic Plan

Imperatives • Goals • Strategies

November 2010**



PVAMU Imperatives, Goals, and Strategies

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Mission Statement

Prairie View A&M University is dedicated to excellence in teaching, research and service. It is committed to achieving relevance in each component of its mission by addressing issues and proposing solutions through programs and services designed to respond to the needs and aspirations of individuals, families, organizations, agencies, schools, and communities both rural and urban. Prairie View A&M University is a state-assisted institution by legislative designation, serving a diverse ethnic and socioeconomic populations, and a land-grant institution by federal statute.

Having been designated by the Texas constitution as one of the three "institutions of the first class" (1984), the University is committed to preparing undergraduates in a range of careers including, but not limited to, engineering, computer science, natural sciences, architecture, business, technology, criminal justice, the humanities, education, agricultural sciences, nursing, mathematics, and the social sciences. It is committed to advanced education through the master's degree in education, engineering, natural sciences, nursing, selected social sciences, agriculture, business, and human sciences. It is committed to expanding its advanced educational offerings to include multiple doctoral programs

Though the University's service area has generally extended throughout Texas and the world, the University's target service area for offering undergraduate and graduate programs of study includes the Texas Gulf Coast Region; the rapidly growing residential and commercial area known as the Northwest Houston Corridor; and urban Texas centers likely to benefit from Prairie View A&M University's specialized programs and initiatives in nursing, juvenile justice, architecture, education, and social work

The University's public service programs offered primarily through the Cooperative Extension Program target the State of Texas, both rural and urban counties. The University's research foci include extending knowledge in all disciplines offered and incorporating research based experiences in both undergraduate and graduate students' academic development.

Vision Statement

As an "institution of the first class", Prairie View A&M University will continue building on a historical foundation of teaching, research, and service. Excellence through Imperatives will lead us boldly with imagination and vision to serve the state and beyond with solutions for new problems and needs. The institution will provide educational experiences leading graduates toward professional practice and meaningful societal participation; service opportunities will be enhanced through leadership development, service learning, and community outreach; and research will be conducted that includes the creation, dissemination, and assessment of new knowledge and practice.

Prairie View A&M University Imperatives and Corresponding Goals

Imperative I. Strengthen the Quality of Academic Programs

- I. A. Conduct external academic program reviews
- I. B. Achieve specialized accreditation of selected academic programs
- I. C. Succeed in achievement of Licensures in applicable academic program areas
- I. D. Eliminate non-productive academic programs
- I. E. Increase the prominence of faculty scholarship
- I. F. Increase the number of faculty FTE's producing research/scholarly and creative works
- I. G. Retain regional accreditation

Imperative II. Improve the Academic Indicators of the Student Body

- II. A. Conduct annual reviews of admission standards/requirements
- II. B. Collaborate with Texas' other educational programs to increase the number and success of transfer students
- II. C. Admit and enroll an increasingly higher caliber of student
- II. D. Increase the number of students who adhere to the University's Conduct Standards
- II. E. Engage students in rigorous educational programs and provide an environment conducive to success
- II. F. Increase/improve the percentage of PVAMU graduates who are accepted to graduate and/or professional schools
- II. G. Increase placement rates of all PVAMU graduates

Imperative III. Increase Applied and Basic Research

- III. A. Enhance the research environment and expertise of faculty and staff
- III. B. Align university research goals with federal, state, and industry needs and goals
- III. C. Enhance pre and post-award services to the university research and sponsored program community
- III. D. Increase funded research

Imperative IV. Achieve (and maintain) Financial Stability

- IV. A. Establish an Annual Giving Campaign
- IV. B. Continue to implement the fundraising model and university advancement model developed from the planning study and refined by Ketchum's progress reviews of Extend the View: The Capital Campaign for Prairie View A&M University
- IV. C. Take appropriate steps to update the annual operating budget of PVAMU
- IV. D. Increase the availability of scholarship funds
- IV. E. Increase the size and number of endowments for student scholarships and for academic chairs

Imperative V. Increase the Efficiency of University Operations

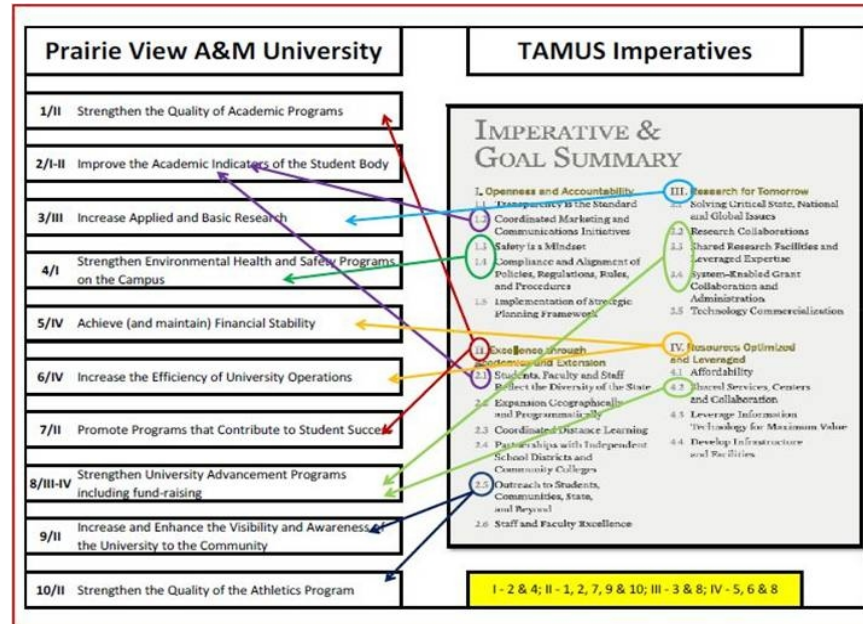
- V. A. Design and implement a document imaging program
- V. B. Improve the quality of support staff
- V. C. Improve operations by implementing technology

Imperative VI. Strengthen University Advancement Programs

- VI. A. communicate the accomplishments of the University through publications to the various constituent groups
- VI. B. Enhance corporate relations through Industry Cluster publications that show the strength of corporate partnerships with the University
- VI. C. Use technology to communicate the University's accomplishments to a broader audience

Imperative VII. Strengthen the Quality of the Athletics Program

- VII. A. Increase Revenues
- VII. B. Increase On-line services
- VII. C. Increase fan participation/ attendance
- VII. D. Increase available scholarships for student athletes
- VII. E. Improve quality of athletic facilities and playing environment



J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Department	Unit	Goal Expected Outcome (What do you want to achieve or improve?)	Current Status	Strategies	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Reporting Cycle
TAMUS Imperative I. Strengthen the Quality of Academic Programs								
PVAMU Goal I. A. Conduct External Academic Program Reviews								
Academic Affairs	Psychology - Undergraduate	Enhance the quality of the program by undergoing an external program review	Scheduled to undergo review this year	Develop and implement a cycle of external program reviews. The results will be used to focus on continual improvement.		Complete	This is part of a revolving initiative from the Provosts Office in which certain programs undergo an external review each year.	
Academic Affairs	Biology - Undergraduate	Enhance the quality of the program by undergoing an external program review	Scheduled to undergo review this year	Develop and implement a cycle of external program reviews. The results will be used to focus on continual improvement.		Complete	This is part of a revolving initiative from the Provosts Office in which certain programs undergo an external review each year.	
Academic Affairs	Sociology	Enhance the quality of the program by undergoing an external program review	Scheduled to undergo review this year	Develop and implement a cycle of external program reviews. The results will be used to focus on continual improvement.		Complete	This is part of a revolving initiative from the Provosts Office in which certain programs undergo an external review each year.	

TAMUS Imperative I. Strengthen the Quality of Academic Programs								
PVAMU Goal I. A. Conduct External Academic Program Reviews (cont.)								
Academic Affairs	Educational Leadership and Counseling	Enhance the quality of the program by undergoing an external program review	Scheduled to undergo review this year	Develop and implement a cycle of external program reviews. The results will be used to focus on continual improvement.		Complete	This is part of a revolving initiative from the Provosts Office in which certain programs undergo an external review each year.	
College of Architecture	College of Architecture	Obtain full status of accreditation for Construction Science program from ACCE (American Council for Construction Education)	In 'Candidate' status; self-study due this summer (2010)	Membership in ACCE and attendance at mid-year and annual meetings	Progress in preparing and submitting self-study report	Report to be completed and site visit scheduled	Full accreditation in 2012	Academic Year
College of Arts and Sciences	Music and Drama	Attain NASM Accreditation	Not Accredited	Complete responses to NASM items	Successful Accreditation	Achieved	Reaccredited	Academic Year
Auxiliary Services	Health and Counseling	To achieve AAAHC Accreditation	Staffing currently meets approximately 1/2 of the requirements for accreditation	Fill all vacant positions Conduct accreditation pre-evaluation	Staff recruited & hired Report from Pre-Eval Team	Recruit & hire LVN, IT Spec., Health Information Coordinator, Appt. Clerk/ Receptionist Social Worker	All positions filled. Accreditation Process Complete	Fiscal Year
College of Education	College of Education	All programs accredited by NCATE/SPA	Accreditation applied - five programs (SPA)	Submission of SPA's for all program areas.	Number of SPA submissions	5	8	Academic Year
College of Juvenile Justice and Psychology	Juvenile Justice & Psychology	Obtain Accreditation for the Clinical Adolescent Psychology Doctoral Degree Program	In process of obtaining external reviewers to provide expert opinion. Admitted fifth doctoral student cohort, Fall 2009; first cohort completed internship, finishing dissertations; second cohort currently completing internship & dissertations. Have full	Continue to recruit & admit qualified students for the program; continue to mentor current students toward successfully completing program requirements.	Number of students receiving doctoral degrees.	First & second cohorts will have completed degrees.	Will be accredited	Academic Year

TAMUS Imperative I. Strengthen the Quality of Academic Programs								
PVAMU Goal I. A. Conduct External Academic Program Reviews (cont.)								
College of Juvenile Justice and Psychology	Juvenile Justice & Psychology	Obtain Accreditation of the Juvenile Justice Doctoral Degree Program	Obtain Academy of Criminal Justice Science (ACJS) CERTIFICATION in degree programs. Pay institutional membership fee and submit letter of intent to ACJS	The Department has 12 months from the application date to complete a self-study and provide necessary documentation. A committee will be selected to lead this process.	Completion of self-study documentation.	Payment of membership fees and submission of letter of intent. Certification committee in place and actively working on process.	ACJS certification is projected for all degree programs within 5 years starting with undergraduate program.	Academic year once application letter is submitted. We expect process to start in the fall 2010.
PVAMU Goal I. B. Retain Accreditation Held in Specialized Programs								
College of Engineering	Electrical and Computer Engineering	Improve the quality of student's learning by implementing continuous outcome based assessment.	Electrical Engineering Program is accredited by ABET. However, Computer Engineering is not accredited. Accreditation visit will take place in fall 2010	(I) Implement outcome-based assessment embedded in program courses, (ii) identify areas that need improvement; (iii) implement improvement plans	(I) Direct assessment of program outcomes by faculty; (ii) Indirect assessment of program outcomes through surveys.	The research expenditures for the ECE Dept. are approximately \$2.3M. 15 funded grants Average research expenditures per faculty member	(I) Computer Engineering program will be accredited; (ii) Electrical Engineering program will be accredited.	Yearly
College of Engineering	Engineering	Improve the quality of student's learning by implementing continuous outcome based assessment.	All UG programs except Computer Engineering are accredited by ABET. Computer Engineering is a new program established in 2003; and will have its first ABET visit in the Fall 2010.	Implementing outcome based assessment and continuously improve the quality of teaching and student learning environment.	ABET assessment reports for courses and program; course binders, student survey, employer survey.	All UG programs in the College receive and maintain ABET accreditation.	All UG programs in the College receive and maintain ABET accreditation.	program assessment once a year; ABET visit once every six years.

TAMUS Imperative I. Strengthen the Quality of Academic Programs

PVAMU Goal I. B. Retain Accreditation Held in Specialized Programs

College of Engineering	Mechanical Engineering	Improve the quality of student's learning by implementing continuous outcome based assessment.	<p>The Mechanical engineering department uses the RGPCOE continuous assessment process to assess its program educational objectives and its student learning outcomes. The Fall 2009 assessment data indicated weaknesses in for of the eleven outcomes, namely application of</p> <p>mathematics and science (69% versus target of 75%)</p> <p>design of experiments (73% versus target of 75%)</p> <p>engineering design (69% versus target of 75%)</p> <p>and solving engineering problems (63% versus target of 75%).</p> <p>The mechanical engineering program is accredited by ABET. Assessment is done annually</p>	Implementing outcome based assessment to continuously improve the quality of teaching and student learning environment. For the direct assessment, the faculty develops assignments (tests, quizzes, homework) with embedded questions specifically to measure the eleven outcomes. For the indirect measure, students provide perception of their abilities in the outcomes	Embedded Tests/quizzes , design projects and reports, laboratory work and reports, ABET assessment reports for courses and program; course binders, student survey, employer survey.	70% of students (estimated to be 150 students) maintain or exceed the expected average of 75% in each outcome. The mechanical engineering programs to maintain maintain ABET accreditation.	70% of students (estimated to be 210 students) maintain or exceed the expected average of 75% in each outcome. The mechanical engineering programs to maintain maintain ABET accreditation.	Program assessment once a year; ABET visit once every six years.
College of Architecture	College of Architecture	Change our status to College of Architecture	Draft in progress	Prepare "draft" proposal in accordance with TAMUS guidelines.	Approval of Board of Regents	Before PVAMU administration	Approval by TAMUS Board of Regents	Academic Year

TAMUS Imperative I. Strengthen the Quality of Academic Programs								
PVAMU Goal I. B. Retain Accreditation Held in Specialized Programs								
College of Arts and Sciences	College of Arts and Sciences	Provide and enhance the quality of instructional programs in the Brailsford College of Arts and Sciences	SOWK review of program and preparation for onsite visit and Reaffirmation of accreditation in 2011. Music - Self study Chemistry - ACS Accredited Ongoing reviews of all programs and possible course proposals through University Academic and Graduate Councils.	Self studies and accreditations On-going program reviews	Review all assessment instruments in True Outcomes to determine progress Conduct annual reviews of program curriculum Status/results of SOWK program onsite visit and Music - Self study.	New course offerings Course proposals to University Council and THECB for approval = 5 (undergrad and graduate) Completion of MUSC self-study	Accreditation of all programs with accrediting agencies. This is applicable to only the following programs: Chemistry, Music, and Social Work. Other programs in the college do not require or have accreditation. Changes in the curriculum to reflect industry and THECB requirements	Academic year
College of Arts and Sciences	Biology	Upgrade biology curriculum	As of fall 2009, four upper division biology courses were added (Biol 3124, Biol 3134, Biol 4012, Biol 4013)	Addition of ecology course as elective	Performance on ecology section of major fields tests and exit survey	Course will be offered by Fall 2011	Curriculum will be upgraded	2011-12, 2013-14
PVAMU Goal I. C. Succeed in Achievement of Licensures in Applicable Academic Program Areas								
College of Education	College of Education	Candidates completing the program will be able to pass the content tests for state certification in their respective areas within the mandated time frame in the Assessment System for Educator Preparation in the State of Texas.	373 students pass the tests within a year of graduation	Prepare candidates for licensure exams and environment	Increase in passage rates	462 students pass licensure tests within one year of graduation	508 students pass licensure tests within one year of graduation	Academic Year
PVAMU Goal I. D. Eliminate Non-Productive Academic Programs								
College of Architecture	College of Architecture	Eliminate non-productive academic courses	ARCH: Moved Structures III to the graduate level and removed ARCH 4503 Methods of Research to meet 132 hours as required by NAAB	Course Deletions	Compliance with NAAB and ACCE guidelines for accreditation and reports from them	Annual Report	Working on 2018 accreditation deadline for the next review	Academic Year

TAMUS Imperative I. Strengthen the Quality of Academic Programs								
PVAMU Goal I. E. Increase the Prominence of Faculty Scholarship								
College of Architecture	College of Architecture	Strengthen faculty productivity, competence and standing	<p>Web training on professional development</p> <p>Conferences (AIA, TSA, NOMAS, ACSA, Gulf Green Coast, TAMU Assessment, and others such as BIM)</p> <p>Assessment: participation by 3 directors on PVAMU Assessment Committee</p> <p>Faculty Senate</p> <p>Academic Council and Graduate Council</p> <p>Academic Standards</p> <p>Faculty Committees</p> <p>Tenure Standards</p> <p>Faculty Handbook</p> <p>Accreditation Team Members (NAAB and ACCE)</p> <p>Design Coordinator Will Cannady (Rice)</p>	<p>Annual administrative reviews of faculty</p> <p>Distribution to faculty</p> <p>Weekly design professors meeting</p>	<p>Current Faculty members are generally overloaded with teaching, advising. Faculty and students have participated in over ten externally.</p> <p>Attendance, participation and dissemination of information</p>	<p>Require all faculty members to participate in one web-based training related to subjects determined by the Dean and Directors. We are recording all attendance.</p>	<p>Require all faculty members to participate in one web-based training related to subjects determined by the Dean and Directors. We are recording all attendance.</p>	<p>Require all faculty members to participate in one web-based training related to subjects determined by the Dean and Directors. We are recording all attendance.</p> <p>We expect to expand offerings and subjects related to disciplines.</p> <p>Work to send faculty to conferences related to their expertise.</p>
College of Arts and Sciences	College of Arts and Sciences	Integrate technology into Curriculum and facilitate innovative instructional methods in all degree programs	21 Certified Web-Instructors	<p>Increase online course offerings</p> <p>train and certify more faculty to teach web based</p>	Review and assessment of Web based course offerings	4 additional Certified Web-Instructors	40 Certified Web-Instructors	Academic year
College of Arts and Sciences	Biology	Enhancement of scholarly activity through participation with LSAMP (Louis Stokes Alliance for Minority Participation)	Of the eight faculty members, three faculty members have active student research projects funded through LSAMP.	Opportunities for students to present their research at national scientific conferences.	Of the seven student participants, none have submitted abstracts for presentation at national conferences. Number of students presenting abstracts for presentation at scientific conferences.	At least three of the seven LSAMP students will present at a national conference.	All student participants will present at national conferences.	Fall (2010, 2013)

TAMUS Imperative I. Strengthen the Quality of Academic Programs								
PVAMU Goal I. E. Increase the Prominence of Faculty Scholarship								
College of Arts and Sciences	Languages and Communications	Improve faculty performance on yearly SOS forms. (Student Assessment Instrument)	AY2008 SOS Average is 4.08/5.0 (N=23); Peer Evaluation Average is 4.0/5.0 (N=12)	1) Hold faculty-student mixers; 2) Establish speaker's series to engage students and faculty in reading materials; 3) Standardize syllabi in all core curriculum courses; 4) Encourage stronger participation in faculty training opportunities; 5) Facilitate innovative instructional methods.	1) Average SOS scores across faculty in the department reported on yearly evaluation form; 2) Average Peer Evaluation scores across faculty.	SOS Average of 4.10/5.0; Peer Average of 4.1/5.0	SOS Average of 4.20/5.0; Peer Average of 4.25/5.0	Academic Year
College of Arts and Sciences	Languages and Communications	Improve proficiency level of faculty trained in technology such as eCourses.	6 of 30 faculty are fully eCourse certified; 9 of 30 have had at least one level of eCourse training.	1) Add agenda item on need for eCourse training on meeting agenda; 2) Encourage mentoring by fully certified faculty and those with pending assessments.	1) # increase in eCourse certified faculty	1) 7 eCourse certified faculty.	1) 12 eCourse certified faculty (100% increase)	Academic Year
College of Arts and Sciences	Social Work and Behavioral Sciences	Implement technology training to facilitate integration in the instructional process	24 faculty trained in using teach for advisement 12 faculty have been trained in Ecourses 0 entirely web-based courses developed	Establish a Technology Training Committee Install state-of-the-art technology in Woolfolk classrooms	# of faculty trained in and using in the classroom, advisement, etc.	22 trained advisement 14 trained Ecourses 14 web-assisted courses 2 web-based courses	24 trained advisement 20 trained Ecourses 20 web-assisted courses 5 web-based courses	Annually
College of Arts and Sciences	Social Work and Behavioral Sciences	Promote increased faculty involvement in research activities	7 books published 45 scholarly articles published 160 professional conferences attended 80 professional presentations 14 grant applications 8 grants awarded totaling approximately \$75,000 *Figures are for previous 5 year period total	Submit all publications, presentations, grant applications, etc. to Division Head Course release for qualified faculty Merit-based pay increases	# of publications, conferences, presentations, etc.	2 books published 10 articles published 10 conference papers	3 books published 11 articles published 10 conference papers	Annually

TAMUS Imperative I. Strengthen the Quality of Academic Programs								
PVAMU Goal I. E. Increase the Prominence of Faculty Scholarship								
College of Business	College of Business	100% (40) Faculty would be Academically Qualified (AQ) or Professionally Qualified (PQ) by AACSB standards	About 90% (36 out of 40) full-time faculty are AQ or PQ	Continue the Summer Research grants Strengthen the mentoring Program for faculty not currently AQ/PQ Hire new faculty who are AQ or PQ	Intellectual Contributions Committee; SEDONA measures	About 92.5% (37 out of 40)	40 out of 40 (100%) of full-time faculty	Academic Year
College of Education	College of Education	Increase in the number of faculty peer reviewed publications; Increase the number of faculty conference presentations	Twelve peer reviewed publications; Sixteen conference presentations	Reduced academic load for research; financial support for conference presentations	Increase in # of publications and presentation	15 publications; 16 presentations	20 publications; 18 presentations	Academic Year
College of Engineering	Chemical Engineering	Support professional development of faculty	Faculty are encouraged to participate in at least one professional development conference/workshop annually. Students are encouraged to participate in the CHEG and CoE professional organization activities.	Attract external funds at College and Departmental levels to support professional development activities. Provide departmental support for student professional organization activities.	Faculty attendance at various conferences, workshops, seminars, and professional organization activities.	Faculty participate in one or more professional development activities annually.	Faculty receive departmental and external support for one or more professional development activities annually.	Annually
College of Engineering	Civil and Environmental Engineering	Support professional development of faculty	Faculty are encouraged to participate in at least one professional development conference/workshop annually. Students are encouraged to participate in the CHEG and CoE professional organization activities.	Attract external funds at College and Departmental levels to support professional development activities. Provide departmental support for student professional organization activities.	Faculty attendance at various conferences, workshops, seminars, and professional organization activities.	Faculty participate in one or more professional development activities annually.	Faculty receive departmental and external support for one or more professional development activities annually.	Annually
College of Engineering	Electrical and Computer Engineering	Support professional development of faculty	Faculty are encouraged to participate in at least one professional development conference/workshop annually. Students are encouraged to participate in the CHEG and CoE professional organization activities.	Attract external funds at College and Departmental levels to support professional development activities. Provide departmental support for student professional organization activities.	Faculty attendance at various conferences, workshops, seminars, and professional organization activities.	Faculty participate in one or more professional development activities annually.	Faculty receive departmental and external support for one or more professional development activities annually.	Annually

TAMUS Imperative I. Strengthen the Quality of Academic Programs								
PVAMU Goal I. E. Increase the Prominence of Faculty Scholarship (cont.)								
College of Engineering	Engineering	Support professional development of faculty	Support for faculty training of accreditation conference/workshops. Support for selected faculty/staff/students for professional development.	Attract external findings at College and Departmental levels for training purposes; and use of research IDC incentive funds.	Obtain sufficient funds for faculty/staff/students professional development.	All faculty and staff receive adequate professional development for teaching purpose; 80% faculty receive training for research purpose; 50% percentage of students receive professional training.	All faculty and staff receive adequate professional development for teaching purpose; 90% faculty receive training for research purpose; 70% percentage of students receive professional training.	Every year.
College of Engineering	Mechanical Engineering	Support professional development of faculty	Faculty are encouraged to participate in at least one professional development conference/workshop annually. Students are encouraged to participate in the CHEG and CoE professional organization activities.	Attract external funds at College and Departmental levels to support professional development activities. Provide departmental support for student professional organization activities.	Faculty attendance at various conferences, workshops, seminars, and professional organization activities.	Faculty participate in one or more professional development activities annually.	Faculty receive departmental and external support for one or more professional development activities annually.	Annually
Academic Affairs	Title III	Increase the number of faculty members submitting proposals for external funding		Offer grant and compliance training workshops	Number of workshops offered Attendance Rates	One grant writing and one compliance workshop per year	Completed	Annually
Agriculture and Human Sciences, College of	Agriculture and Human Sciences	Hire 2 FTE Ph.D. Professors for the Agricultural Economics and Human Nutrition and Food Program	At present, we only have one full-time Ph.D. faculty member in that department	National search for suitable candidates Provide incentives to conduct research and extension services to benefit graduate student program.	By the number of people hired	2 faculty members hired	2 faculty members hired	Academic Year

TAMUS Imperative I. Strengthen the Quality of Academic Programs								
PVAMU Goal I. F. Increase the Number of Faculty FTE's Producing Research/Scholarly and Creative Works								
Agriculture and Human Sciences, College of	Agriculture and Human Sciences	Increase the number of faculty FTE's producing research/scholarly and creative works.	Research scientists presently producing research publications and creative works	Increase number of full time faculty working with Research scientists to produce research publications	Number of joint articles published	1 more research publication	5 more research publications	Fiscal Year
College of Architecture	College of Architecture	Promote applied and basic research	CURES TIHPC publication: Presentations and publications Sustainability: Changed Env. Systems II to address this topic Building Information Modeling (BIM): established new class topic to address the successor to CADD	National and international Participation in PVAMU identified tasks	Plan to increase faculty size to distribute the support workload (Cures) to enhance faculty research Applied research center created	We are going to restructure our tenure and performance guidelines to include mandatory suggested and minimal levels of research to be done by all faculty members		Annual
College of Arts and Sciences	Chemistry	Increase faculty research and scholarly activities	2009 Statistics Faculty Publications = 5 Grants Received = 5 for a total funding amount of \$350K	Create collaborative Research opportunities Sponsor Faculty to attend Proposal development Workshops	1. Publication numbers 2. Conference Presentations 3. Grant Prop. Written, funded	5 Publications 2. 5 Conference Presentations 3. 5 Grant Proposals written and Funded	7 Publications 6 Conference Presentations 7 Grant Proposals written and funded	Academic Year
College of Arts and Sciences	Languages and Communications	Increase in scholarly research of T/TT faculty.	Average/18T/TT Faculty 7 Peer Reviewed Publications; 7 Conference Presentations; 38 Publications;	1) Faculty mentoring; 2) Increased support for conference presentation over purely faculty development activities	1) # peer reviewed publications; 2) # conference presentations	Average per T/TT Faculty: 44 Publications; 44 Presentations Per T/TT Faculty	Average per T/TT Faculty: 61 Publications; 61 Presentations Per T/TT	Academic Year

TAMUS Imperative I. Strengthen the Quality of Academic Programs								
PVAMU Goal I. F. Increase the Number of Faculty FTE's Producing Research/Scholarly and Creative Works								
College of Nursing	Academic Operations	To broaden the appointment of faculty whose credentials and experience are congruent with the mission, goals, and program expansion of the College..	Thirty-three per cent of the faculty (n=20, 33%) hold doctoral degrees; n= 40, 66% have a master's degree in nursing and a third of those are engaged in doctoral study. Three doctoral faculty have announced their intent to retire and the end of fiscal year 2010. The representation of the faculty are full-time and part-time appointments.	Increase the percentage of faculty with doctoral preparation to 66% to support the offering of the Ph.D. in Nursing program and to replace the doctoral faculty who are retiring. The latter is necessary to ensure stability and effectiveness of the baccalaureate and master's programs. Submit to administration approval for reorganization of the faculty to support the expansion of the Ph.D. in Nursing Program.	Number of faculty hired	n=5 minimum new Ph.D. faculty appointments by September 1, 2010.	n=20 minimum new Ph.D. faculty appointments by September 1, 2015.	Annual, Spring Semester
PVAMU Goal I. G. Retain Regional Accreditation								
College of Architecture	College of Architecture	Maintain Accreditation with the NAAB (National Architectural Accreditation Board	SOA committee to work on 2012 report to be appointed in summer 2010	Curriculum update	Annual reviews of NAAB perspectives and criteria; mid-term and cycle review at end of 6 year term by NAAB	Draft report to be ready end of fall semester 2010	Final report due summer 2011	Academic Year
College of Architecture	College of Architecture	Provide higher quality academic programs	ARCH: Reduced hours from 136 to 132 to meet NAAB requirements. CONS: Reduced hours from 136 to 121 to meet ACCE requirements.	1. Restructured courses 2. Add New Courses	Each course change/revision will be to meet NAAB requirements and/or industry input	Committee review to report on adjustments for accreditation and/or industry needs i.e.BIM class)	Assuming site visit held by NAAB in 2012 we should be half way through our 6 year cycle of accreditation	Academic Year
College of Architecture	College of Architecture	Provide higher quality academic programs	ARCH: Reduced hours from 136 to 132 to meet NAAB requirements. CONS: Reduced hours from 136 to 121 to meet ACCE requirements.	1. Restructured courses 2. Add New Courses	Each course change/revision will be to meet NAAB requirements and/or industry input	Committee review to report on adjustments for accreditation and/or industry needs i.e.BIM class)	Assuming site visit held by NAAB in 2012 we should be half way through our 6 year cycle of accreditation	Academic Year
College of Education	College of Education	Maintain TEA regional accreditation	100% - 15 degree programs	Continuous improvement	Addition of three degree programs	One degree program - MA Teaching	Two degree programs; PhD Kinesiology; PhD Counseling	Academic Year

TAMUS Imperative I. Strengthen the Quality of Academic Programs								
PVAMU Goal I. G. Retain Regional Accreditation (cont.)								
College of Engineering	Civil and Environmental Engineering	Improve the quality of student's learning by implementing continuous outcome based assessment.	The Civil Engineering program is accredited by ABET. The last accreditation visit was in Fall 2004 and the program was accredited for six-years. The next accreditation visit is scheduled for Fall 2010.	Continue implementing outcome based assessment and continuous improvement process to enhance student learning.	ABET course and program assessments; surveys from student, alumni, employer, and the Industry Advisory Council; ABET accreditation.	Using Fall 2009 as a benchmark, in one year the CEE program is projected to have undergone a successful ABET re-accreditation visit.	The CE program is expected to be re-accredited in Summer 2011 and will maintain its accreditation status.	Courses will be assessed each semester. The program assessment is conducted each AY. Surveys for the students are conducted once a year and all other surveys are conducted every three years. ABET visit once every six years
College of Engineering	Computer Science	Improve the quality of student's learning by implementing continuous outcome based assessment.	<p>The department has defined program outcomes and course-measurement matrix to assess the program. Based on the outcomes and matrix, faculty submits the assessment report to the department at the end of the semester. The department uses this information to generate the entire program assessment report for the academic year.</p> <p>The program outcomes are required by the ABET.</p> <p>Computer Science Undergraduate Program just successfully went through the latest ABET accreditation process in Fall 2009 semester.</p> <p>The AY2009 assessment data: Outcome a: 77.8 Outcome b: 77.4 Outcome c: 72.9 Outcome d: 82.0 Outcome e: 80.0 Outcome f: 83.3 Outcome g: 86.0 Outcome h: 73.9 Outcome i: 79.8 Outcome j: 73.9 Outcome k: 83.4</p>	<p>Assign outcomes to courses</p> <p>Measure performance in outcomes and compare to target</p> <p>Identify problems and suggest potential improvements</p> <p>Continue to use the Lockheed Martin funded Storefront project to support our CS students development.</p>	For each course in the program, the outcomes and assessment matrix are defined. The instructor of the course collects students' assessment data through assignments, quizzes, and major examinations. At the end of the semester, the instructor submits the assessment report to the department, including each student's performance and the class average performance. The information collected on each assessed outcome include the class average score, the percentage of students satisfying the pre-set threshold, problems/issues founded and feasible plans to address them, etc.	We project 2~3 outcomes are below the required score (75) in the AY 2010.	We project all the outcomes will meet the requirement five years from now.	
TAMUS Imperative II. Improve the Academic Indicators of the Student Body								
PVAMU Goal II. A. Conduct Annual Reviews of Admission Standards/Requirements								
Academic Affairs	Enrollment Management	Conduct an annual review of the academic indicators						Academic Year
Academic Affairs	Enrollment Management	Study the freshman class matriculation funnel profile						Academic Year

Academic Affairs	Enrollment Management	Compare fresman profile information with second-year retention information						Academic Year
PVAMU Goal II. B. Collaborate with Texas' other Educational Programs to Increase the Number and Success of Transfer Students								
TAMUS Imperative II. Improve the Academic Indicators of the Student Body								
Academic Affairs	Enrollment Management	Acquaint community college administrators with the University's programs and services by inviting them to the campus and by visiting their campuses; from partnerships between University programs and services and their counterparts at Community Colleges; and update existing articulation agreements and establish additional agreements.	Minimal annual increase of two percent in transfer students.					
PVAMU Goal II. C. Admit and Enroll an Increasingly Higher Caliber of Student								
TAMUS Imperative II. Improve the Academic Indicators of the Student Body								
College of Business	College of Business	The MBA program will enroll 250 students	The program has 165 students	Launch the Weekend Masters of Accounting program in NW Houston campus in fall 2010	Enrollment statistics from Institutional Research	40	75	Academic Year
College of Business	College of Business	The MSA program will enroll 175 students	The program has 35 students	Strengthen the Online MBA launched in Fall 2009	Enrollment statistics from Institutional Research	180	250	Academic Year
Academic Affairs	Enrollment Management	Enhance undergraduate recruitment and retention programs		Enhance on-campus recruiting events by increasing faculty, staff and student involvement. <u>Strengthen the Alumni</u>				
Academic Affairs	Financial Aid	Increase enrollment at the PVAMU Northwest site by more than 20%, as well as, ensure compliance with the US Department of Education's administrative capability requirements.		Submit plans to Title III to hire a Director, Associate Director, Two Financial Aid Counselors, Data Assistant I (Imaging), and an Administrative Assistant at PVAMU's newest site, The Northwest Center. Submit plans to Title III to purchase new equipment (i.e. computers, scanner, etc.) for the staff.				

TAMUS Imperative II. Improve the Academic Indicators of the Student Body								
PVAMU Goal II. C. Admit and Enroll an Increasingly Higher Caliber of Student (cont.)								
Agriculture and Human Sciences, College of	Agriculture and Human Sciences	Increase undergraduate enrollment	At present, we have approximately 350 students enrolled in undergraduate programs	<p>Prioritize enrollment and retention activities</p> <p>Utilize the current undecided majors</p> <p>Streamline review and assessment of transfer credits for transfer students</p> <p>Plan and conduct bi-monthly professional faculty meeting.</p> <p>Assign teaching assistants to assist</p>	<p>Number of transfer students</p> <p>Reduction in the number of undecided majors from the University College</p> <p>Increase student retention</p>	Increased enrollment by 15 students	Increased enrollment by 50 students for a total of 400 undergraduates	Academic Year
College of Arts and Sciences	Army ROTC	Recruit and retain cadets that demonstrate excellence as scholars, athletes, leaders; performance analysis from labs and LDAC attendance; training partnerships with sister ROTC programs	<p>Enrollment has increased every semester for the last four semesters. Will cap our enrollment at 100 cadets in an effort not to exceed manageable instruction ratios.</p> <p>Can you tell us what your current enrollment numbers are? 84 cadets</p> <p>16 cadets attend LDAC in the summer of 2009; all 16 graduated. 12 of 13 graduated LDAC in summer 2008. Anticipate 18 cadets attending LDAC summer 2010.</p> <p>we conduct a minimum of three combined training events each year with other ROTC programs</p>	<p>Maximize scholarship monies and benefits offered by military for effective recruitment; mentorship program; off-site training; leadership lab; training with sister programs. Use available Army resources to facilitate and enhance training</p> <p>Leader development; learned skills to manage people, resources, and money. Ethics, principles, and values - - appeal to a greater sense of purpose and service to county.</p> <p>Applicability and opportunities for life long learning and career. Not just a temporary job.</p>	<p>Leadership Development Process (LDP)- junior year/ LDAC prior to senior year/ Cadet Battalion leadership opportunities as senior cadets</p> <p>Demonstrated performance at LDAC and LTC.</p> <p>Progression through basic and advanced course of instruction</p> <p>Army accessions process. How many students select Active Duty, National Guard, or Reserves</p>	<p>Enrollment numbers and quality of students in ROTC will remain constant. An average of 85-95 cadets enrolled in the program</p> <p>Expect to meet commission mission requirements for the next 4-5 years</p> <p>School Year 2009-2010 = 10 School Year 2010-2011 = 13</p> <p>No degradation in training opportunities. We will continue to seek opportunity to train with other ROTC programs We normally conduct 2-3 per</p>	<p>Expect to maintain enrollment numbers. Placing emphasis on recruiting technical majors</p> <p>Expect to meet commission mission requirements for the next 4-5 years</p> <p>School Year 2009-2010 = 10 School Year 2010-2011 = 13</p> <p>No degradation in training opportunities. We will continue to seek opportunity to train with other ROTC</p>	Semester
College of Arts and Sciences	College of Arts and Sciences	Increase enrollment by 10% (185 students) in 5 years in Brailsford College of Arts and Sciences.	1300 enrolled in Spring 2010	High schools and community college visits. Partnerships with various high schools, and programs	<p># of students enrolled/ retained yearly.</p> <p>Graduation statistics</p>	26 new students enrolled	130 new students enrolled	Academic year

TAMUS Imperative II. Improve the Academic Indicators of the Student Body								
PVAMU Goal II. C. Admit and Enroll an Increasingly Higher Caliber of Student (cont.)								
College of Arts and Sciences	Chemistry	Increase enrollment and retention in Chemistry	Fall 2009 enrollment in BS Prog. = 47 Fall 2009 enrollment in MS Prog.= 10 Spring 2010 enrollment in BS Prog.=41 Spring 2010 enrollment in MSProg. =10	1.High School Visitation by faculty to develop alliance 2. Department Scholarships 3. Expand summer programs for HS 4. Expand tutoring and SACS	# of High School Visited # HS Summer Research Students # Department Scholarships Club Activities	BS = 48 MS = 10	BS = 58 MS = 13	Academic Year
College of Arts and Sciences	Languages and Communications	Increase enrollment in the department's programs.	236 in Communications 54 in English; 9 in Spanish; 8 MA English students enrolled. (307 Students)	1) Create mailer for area high school teachers; 2) Improve graduate website to increase program's visibility and desirability; 3) Increase faculty involvement in recruitment	1) # of Undergraduate Students; 2) # of MA Students enrolled.	305 Undergraduates; 10 MA students enrolled for Fall 2010.	327 Undergraduates; 17 MA students enrolled for Fall 2015.	Academic Year
College of Arts and Sciences	Music and Drama	Promote increased faculty involvement in recruitment activities	We recruited over 40 students in 2009	Encourage faculty to recruit by offering scholarship budgets for that purpose.	50 recruits per year	75%	100%	Academic Year
College of Arts and Sciences	Physics	Increase the number of double majors with physics	2 Majors at present time	Interact with students in classes and show them possible career options for a Physicist. Recruit from high schools and community colleges	Number of majors recruited Number of schools visited Number of contacts made	3 majors	5 majors	Academic Year

TAMUS Imperative II. Improve the Academic Indicators of the Student Body								
PVAMU Goal II. C. Admit and Enroll an Increasingly Higher Caliber of Student (cont.)								
College of Arts and Sciences	Social Work and Behavioral Sciences	Increase enrollment, retention and graduation figures for Div. majors	<p>Enrollment: Hist (47), POSC (61) SOWK (153) SOCG (37-U; 15-G)</p> <p>Retention: Hist (41) POSC (58) SOWK (149) SOCG (27-U; 11-G)</p> <p>Graduation: Hist (4) POSC (12) SOWK (19) SOCG (5-U; 6-G)</p> <p>Enrollment and Retention figures are for fall '08 Graduation figures are for all 2008 ceremonies</p>	<p>Appoint a Division faculty member for Junior College relations/recruitment Establish a tutorial center Appoint a faculty member as "Chief Advisor and Mentoring Agent"</p> <p>Implement Service Learning in courses</p>	<p>Enrollment figures Retention Figures Graduation Figures # of visits to/from Junior colleges</p>	<p>Enrollment: HIST-52 POSC-70 SOWK-163 SOCG-U-40 SOCG-G-15</p> <p>Retention HIST-45 POSC-63 SOWK-160 SOCG-U-25 SOCG-G-6</p> <p>Graduation: HIST-5 POSC-15 SOWK-23 SOCG-U-8 SOCG-G-6</p>	<p>Enrollment: HIST-60 POSC-80 SOWK-175 SOCG-U-48 SOCG-G-18</p> <p>Retention: HIST-50 POSC-68 SOWK-170 SOCG-U-30 SOCG-G-12</p> <p>Graduation HIST-10 POSC-18 SOWK-30 SOCG-U-13 SOCG-G-8</p>	Annually
College of Education	College of Education	Attract top 25% of candidates from state and region	Top 30%	Increase scholarships as a recruitment method	% of candidates from top 25%	250	350	Academic Year
College of Engineering	Chemical Engineering	Increase student enrollment and improve the retention rate.	Currently, the Fall 2009 enrollment is 160 and the retention rate is unavailable.	Participate in University-wide recruitment activities; Utilize the student related resources provided by the College of Engineering Student Success Center; and participate in summer outreach programs. Promote transfer from 2-year and 4-year schools through customer-focused	Actual enrollment and retention rates obtained from the Office of Institutional Research.	184 students enrolled in the program	240 students enrolled in the program	Annually
College of Engineering	Civil and Environmental Engineering	Increase student enrollment and improve the retention rate.	Currently, the Fall 2009 enrollment is 86 and the retention rate is unavailable.	Participate in University-wide recruitment activities; Utilize the student related resources provided by the College of Engineering Student Success Center; and participate in summer outreach programs.	Actual enrollment and retention rates obtained from the Office of Institutional Research.	Increase enrollment by 15% and the retention rate by 5%.	Increase enrollment by 50% and the retention rate by 20%	Fiscal year

TAMUS Imperative II. Improve the Academic Indicators of the Student Body								
PVAMU Goal II. C. Admit and Enroll an Increasingly Higher Caliber of Student (cont.)								
College of Engineering	Computer Science	Increase enrollment and retention rates	140 students enrolled	<p>The department is developing a new CS undergraduate curriculum with a concentration in game design and implementation. We expect to attract more students to our degree programs.</p> <p>The department will work hard to attract more international graduate students coming to the two Master programs.</p>	Number of students enrolled	As the enrollment increasing slowly, we expect to increase the enrollment to 145.	As the IT market recovering slowly, we expect our enrollment to reach 160 within 5 years.	Semester
College of Engineering	Electrical and Computer Engineering	Increase student enrollment and improve the retention rate.	<p>(I) The ECE student enrollments during fall 2009 semester are: 121 (BS_CPE) 188 (BS_EE) 11 (MSEE) 10 (EEDPhD)</p>	<p>(I) Actively recruit both undergraduate and graduate students</p> <p>(ii) provide summer programs to middle and high school students</p> <p>(iii) offer self-improvement programs to high school teachers and counselors</p> <p>(iv) provide supplemental instructions and mentoring to undergraduate students to improve retention through the Engr. Success Center.</p>	<p>(I) The fall enrollment numbers for all ECE programs</p> <p>(ii) the number of summer programs offered to K-12 students; and</p> <p>(iii) number of programs offered to high school teachers and counselors</p>	<p>(I) The ECE student enrollments during fall 2010 semester are estimated to be: 131 (BS_CPE) 203 (BS_EE) 12 (MSEE) 11 (EEDPhD)</p>	<p>(I) The ECE student enrollments in five years are estimated to increase to be about: 1157 (BS_CPE), 244 (BS_EE) 15 (MSEE) 14 (EEDPhD)</p>	Yearly

TAMUS Imperative II. Improve the Academic Indicators of the Student Body								
PVAMU Goal II. C. Admit and Enroll an Increasingly Higher Caliber of Student (cont.)								
College of Engineering	Engineering	Increase student enrollment and improve the retention rate.	College enrollment was 1,112 for the fall 2009 semester.	Active recruitment; Student Success Center; Summer Programs	Opinion survey; retention rate for controlled groups, such as summer program	Enrollment to be 1,167.	Enrollment to be 1,387.	Every year.
College of Engineering	Engineering Technology	Increase student enrollment and improve the retention rate.	Total enrollment = 141 This represents an increase of 23 students in 2008-2009	Engineering Technology Department complements the College's recruitment efforts by visiting various high schools along with senior students & keeps record of enrollment and retention. Help students to avail various facilities and programs within the college for their success.	Opinion survey retention rate for controlled groups such as summer program students.	Enrollment to be about 148 or more.	Enrollment to be about 176 or more.	Semester
College of Engineering	Mechanical Engineering	Increase student enrollment and improve the retention rate.	2008-09 year, 19.5% increase in enrollment , Fall 2009 ME student population=214	Assist with recruitment at high schools and community colleges, and provide recruitment materials to college representative for recruitment activities. Enrollment data, graduation rate data from the registrar's office recruitment activities reports will used to assess this outcome to ensure continuity of program by ensuring attainment of reasonable student population and graduation rates.	Enrollment data, graduation rate data from the registrar's office recruitment activities reports will used to assess this outcome to ensure continuity of program by ensuring attainment of reasonable student population and graduation rates.	Increase in enrollment ≥ 11 (or $\geq 5\%$) ME student population ≥ 225	Increase in enrollment ≥ 86 students ME student population ≥ 300	Academic year

TAMUS Imperative II. Improve the Academic Indicators of the Student Body								
PVAMU Goal II. C. Admit and Enroll an Increasingly Higher Caliber of Student (cont.)								
College of Arts and Sciences	Naval Science	Increase enrollment of NROTC midshipman to 120 students in 5 years	Current enrollment of 74 midshipmen with 17 technical majors, 49 non-technical majors and 8 nursing majors.	Increased recruiting effort to identify students interested in specific technical degree plans. Raising HBC scholarship requirements to screen students that have strong technical backgrounds for pursuit of technical degrees required by the U. S. Navy	Comparison of majors of incoming freshmen with rising juniors in the NROTC program to track progress of midshipmen with technical degrees to determine success rate in meeting U.S. Navy technical degree goals.	Budget cuts and limitations on awarding scholarships will result in marginal growth in 1 year due to smaller incoming freshman class projected for Fall 2010. Scholarship limits are projected at 20 for Academic Year 2011 for PVAMU. 20 Additional Students	Growth over next five years will be dictated by number of scholarships authorized to grant for each incoming class. Overall goal is 25-30 per academic year. 25 additional students	Academic Year
PVAMU Goal II. D. Increase the Number of Students Who Adhere to the University's Conduct Standards								
Auxiliary Services	Department of Public Safety	Reduce Crime on Campus	Developed overall campus crime reduction plan which incorporates technology and community based officers.	Implementation of team effort by Crime Prevention Coordinator and assigned officers to promote crime prevention programs targeting the residential areas surrounding communities and staff oriented awareness programs which include internet based initiatives	Crime statistics Surveys	2011 Crime Stats Thefts 125 Burglaries 72 Agg. Assaults 03 MV Thefts 11 Sexual Assaults 02	2016 Crime Stats Thefts 100 Burglaries 40 Agg. Assaults 01 MV Thefts 14 Sexual Assaults 0	Academic Year
Auxiliary Services	Department of Public Safety	Reduce the presence of alcohol, drugs and weapons on campus	2008 Arrest Statistics: Alcohol Violations = 4 Drug Violations = 13 Weapons Possession = 4	Implement breathalyzer machines and metal detectors at student events, use random K-9 inspections at residential areas, seminars and crime prevention programs	Crime statistics	2011 Crime Stats Thefts 125 Burglaries 72 Agg. Assaults 03 MV Thefts 11 Sexual Assaults 02	2016 Crime Stats Thefts 100 Burglaries 40 Agg. Assaults 01 MV Thefts 14 Sexual Assaults 0	Academic Year

TAMUS Imperative II. Improve the Academic Indicators of the Student Body								
PVAMU Goal II. D. Increase the Number of Students Who Adhere to the University's Conduct Standards								
Auxiliary Services	Health and Counseling	To enhance the department of Health Education and Health Promotion	Currently Health Education emphasis is via Alcohol & Other Drugs Programs, which has a staff of one. Health Promotion operates via the Panther PHD Project (Panthers Promoting Healthy Decisions)	1. Provide AOD Education and specialized classes	Class /Program evaluations	An established schedule for AOD classes	Increased staff Classes available weekly Prevention discussions in each building in the Village and UC at minimum quarterly	Fiscal Year
Auxiliary Services	Residential Life	Coordinate the illegal drugs and weapons inspection deterrent/program to reduce the presence of these items on campus		Coordinate the illegal drugs and weapons inspection deterrent program Building and floor meetings, seminars and staff trainings Coordinate the student conduct office to impose stronger sanctions concerning illegal drugs and weapons	Report stating illegal items found during searches	We intend to reduce the presence of illegal drugs and weapons in residential facilities by 10 to 15% within one year	We intend to reduce presence of illegal drugs and weapons in residential facilities by 20 to 35% within five years	Academic Year
Auxiliary Services	Residential Life	Improve students knowledge of University Housing, fire safety, parking and health rules and regulations	one annual training/workshop provided to approximately 250 students. Information distributed to residents through monthly programs	Revise student handbook, Revise Standard Operation Manuals	Surveys	We intend to offer annual training and monthly programs on university housing, fire safety, parking and health rules and regulations	We intend to offer annual training and monthly programs on university housing, fire safety, parking and health rules and regulations	Academic Year
Student Affairs and Institutional Relations	Special/Cultural Programs	Offer programs that emphasize the elimination of illegal use, high-risk behavior, harmful use and related violence.	The office has offered at least 27 programs	Multiple: See J-2 1-4 All detail needs to be on this form	Qualitative Surveys, student Impact Statements and Number of Programs.	In one year, increase number to 28 and increase satisfaction by 5%.	Increase program number to 30 and increase satisfaction by 5%	Annually

TAMUS Imperative II. Improve the Academic Indicators of the Student Body								
PVAMU Goal II. E. Engage Students in Rigorous Educational Programs and Provide an Environment Conducive to Success								
Academic Affairs	Enrollment Management	Monitor Implementation of the institutional program assessment system as shown in the "six question model;" conduct internal/external program reviews as required in the assessment plan; test the overall quality of online course delivery; increase the opportunities for students to become involved in research; and implement mentoring programs aimed at preparing students for entry into highly competitive advanced study.	Review 100% of academic program assessment results annually; create and use as a guide the tracking documents outlining areas of strength and weakness; apply the standards for evaluation of distance learning from the National Association for Distance Education to a minimum of 25% of the programs each year; and increase by 7% the number of students who report on the NSSE that they have been involved in research with faculty.					
TAMUS Imperative II. Improve the Academic Indicators of the Student Body								
PVAMU Goal II. F. Increase/Improve Percentage of PVAMU Graduates who are Accepted to Graduate and /or Professional Schools								
Academic Affairs	Enrollment Management	Sustain specialized programs such as Undergraduate Medical Academy; Honors; Program; TAMUS Pathways Program and the respective school/college advising and mentor program; and broaden student success to exchange programs, graduation visitation events and career/educational fairs.	2 or 3% increase in the number of undergraduates who enter graduate or professional study after graduation.					
TAMUS Imperative II. Improve the Academic Indicators of the Student Body								
PVAMU Goal II. G. Increase Placement Rates of all PVAMU Graduates								
Academic Affairs	Enrollment Management	Mandatory internships, resume preparation and interview skills course, more exposure to industry leaders through visiting lecture series, staying abreast of the latest tools and techniques used in industry.	2% increase in available internship sites for students in the social and behavioral sciences, the humanities, agriculture, and business, and educations, a 5% increase in the number of corporations and agencies who participate in the campus-based career and professional development fairs.					
TAMUS Imperative III. Increase Applied and Basic Research								
PVAMU Goal III. A. Enhance the Research Environment and Expertise of Faculty and Staff								

Agriculture and Human Sciences, College of	Agriculture and Human Sciences	Enhance the research environment and expertise of faculty and staff	All research scientists engaged in individual CRIS research projects, but faculty research limited to joint appointments 3 grants for \$500,000 over 3 years; 1 Professor in Agricultural Economics - 1 student; 2 Professors in Food Science - 3 students; 2 Professor in Animal Science - 10 students; 1 Professor in Agronomy - 1 student	Increase number of research program area systems projects and include full time faculty during summer period Require each faculty member to submit at least one grant proposal per year Require each faculty member to advise/involve at least 1 graduate student per year in research activities	Number of projects listed in CARC files Number of full time faculty hired during summer period # of Grants \$ Amount # of grad students working on research	2 more team projects 4 more full time faculty during Summer 2011 Each faculty member to submit at least 1 proposal per year and advise 1 graduate student with thesis preparation	6 team projects 10 full time faculty during Summer 2015 Each faculty member to submit at least 2 proposals per year and advise 2 graduate students with thesis preparation	Academic Year
College of Education	College of Education	Increase in grant applications; implementation of CEED center	Four Grant applications; CEED Center Conceptualized	Reduced academic load for research; financial support for grant applications	Increase in grant applications	8 grant applications: CEED Center established	12 grant applications; CEED Center funded	Academic Year
College of Engineering	Engineering Technology	Support professional development of faculty, staff, and students	Support for faculty training for accreditation conference/workshops. Supported the attendance of faculty and students at conferences to present papers	Required goal/objective on annual performance review.	Keep record of all conferences and trainings attended. Review with faculty and staff during annual evaluations.	All faculty and staff receive adequate professional development for teaching purposes; 80% faculty receive training for research purpose; 50% percentage of students receive professional training.	All faculty and staff receive adequate professional development for teaching purpose; 90% faculty receive training for research purpose; 70% percentage of students receive professional training.	Semester
Office of Research and Development	Research	Development and implementation of a proactive research policy, procedure and regulatory compliance program.		Review the feasibility of utilizing "Exempt" and/or "Expedited" review of research protocol applications as well as full committee review for research and sponsored program compliance.	Survey committee members for recommendations and procedures for implementation. Record of completed review.			Annually

TAMUS Imperative III. Increase Applied and Basic Research								
PVAMU Goal III. A. Enhance the Research Environment and Expertise of Faculty and Staff								
Office of Research and Development	Research	Review and disseminate a University code of conduct setting forth legal and ethical principles upon which research should be conducted.	Identifying and compiling data.	Review and disseminate a University code of conduct setting forth legal and ethical principles upon which research should be conducted.	Record of information disseminated to community.			Annually
Agriculture and Human Sciences, College of	Agriculture and Human Sciences	Align university research goals with federal, state, & industry needs & goals	CARC 5 year Plan of Work (POW) update each year for USDA NIFA goals; state goals matched to TX Agrilife	Maintain alignment of 5 year POW with USDA and Texas Agrilife Research	Compare number of aligned goals with USDA and Texas Agrilife Research	100 % alignment	100 % alignment	Fiscal Year
Office of Research and Development	Research	Organization and compilation of a focused research and a coordinated sponsored program agenda.	Ongoing effort with funded activities	Enhance the research and sponsored program environment by: aligning existing programs within disciplinary fields of study.	Documents in Electronic file and on R&D website.			Annually
Office of Research and Development	Research	Organization and compilation of a focused research and a coordinated sponsored program agenda.	Reviewing strategies reported by other institutions.	Initiate development of a Virtual proposal development and review resource center.	Resource Center guidelines have been developed and individuals designated for operation.			Annually
TAMUS Imperative III. Increase Applied and Basic Research								
PVAMU Goal III. B. Align University research goals with federal, state, and industry needs and goals								
Office of Research and Development	Research	Facilitate collaborative alignment of university goals by providing leadership for the organization and compilation of a focused research and a coordinated sponsored program agenda.	By August 2011, the College of Nursing and College of Engineering will identify research goals that align with selected federal agencies.					
PVAMU Goal III. C. Enhance Pre and Post-Award Services to the University Research and Sponsored Program Community								
Academic Affairs	Title III	Manage grants efficiently and within budget		Develop and Implement policies and procedures Monitor Expenditures Assist coordinators with budgeting and implementation issues	Percentage of projects completed within the identified timeline	Ongoing	Completed	Annually
Office of Research and Development	Research	Integrated planning and coordinated implementation of a program of research and sponsored program administrative services.	Ongoing effort	Increase production in proposal development and submission for external funding by at least 2 proposals per academic college per year.	Record of submitted proposals by unit			Annually
Office of Research and Development	Research	Integrated planning and coordinated implementation of a program of research and sponsored program administrative services.	Ongoing effort with at least one identified grant writer per academic organization.	Enhance grant writing expertise.	Conduct and/or guide individuals to grant writing workshops.			Annually

TAMUS Imperative III. Increase Applied and Basic Research								
PVAMU Goal III. C. Enhance Pre and Post-Award Services to the University Research and Sponsored Program Community								
Office of Research and Development	Research	Integrated planning and coordinated implementation of a program of research and sponsored program administrative services.	Internal Discussion	Increase the number of grant writers through support of grant writing workshops and the establishing of grant writing teams and reviewers.	Record of changed procedures.			Annually
TAMUS Imperative III. Increase Applied and Basic Research								
PVAMU Goal III. D. Increase Funded Research								
Office of Research and Development	Research	Increase number of proposals, provide incentives to conduct research, and support faculty/staff development	By August 2011, increase 10% the number of proposals submitted for external funding over FY 2010 submissions; by August 2011	By August 2011 increase by 2% the dollar value of externally funded research and sponsored programs above FY 2010 awards.	By August 2011, demonstrate documentation of the number of proposals resubmied for external funding based on internal review and revision based on reviewer comments. This year will establish a baseline.			
TAMUS Imperative IV. Achieve (and maintain) Financial Stability								
PVAMU Goal IV. A. Establish the Annual Giving Campagin								
Business Affairs	Web and Telephone Services	Implement a phone-a-thon to increase student/donor communication as a method to increase donations; increase phone and mail contacts with donors; increase "Gatherings"; and implement Marketplace for online giving						
TAMUS Imperative IV. Achieve (and maintain) Financial Stability								
PVAMU Goal IV. B. Implement Kethcum's Progress Reviews of the Extended the View: The Capital Campaign for PVAMU								
Business Affairs		Expand Annual Fund program activities to (1) increase proceeds, and (2) increase percentage of alumni giving; and (3) continue expanding the fund-raising model to the University's academic units.	(1) Increase Annual Fund program proceeds by 10%	(2) Increase the number of alumni that give to the Annual Fund by 5%	(3) Expand the fund-raising model each year to a minimum of one additional College or school.			

TAMUS Imperative IV. Achieve (and maintain) Financial Stability

PVAMU Goal IV. C. Take Appropriate Steps to update the Annual Operating Budget of PVAMU

Business Affairs	Budgets and Reconciliations	Monitor State Appropriation Funds, local accounts, General Ledger accounts, sub ledger, revenue projection account standing to the VPBA. Adjust balances at the GL where possible to eliminate deficits. Develop budget reports to support in the decision making process, monitor account balances, significant differences and changes within a given period. Assist the VPBA in bringing all accounts out of deficit status on a monthly basis.			Monthly Report to VPBA				Fiscal Year
Academic Affairs	Financial Aid	Reduce Prairie View A&M University's Federal Perkins Loan Default Rate		Liquidate the Federal Perkins Loan Program at Prairie View A&M University.					
Academic Affairs	Financial Aid	Assist scholarship recipients with sending thank you letters to private scholarship donors.		Develop templates for students to use when sending a letter to scholarship donors. Ensure letter is mailed to scholarship donor.					
Academic Affairs	Financial Aid	Ensure reconciliation is completed every thirty (30) days		Review monthly reports that show encumbered funds for students that did not enroll in classes at PVAMU. The aid will be cancelled and funds returned to the appropriate accounts). Ensure all accounts are reconciled every thirty (30) days.					

TAMUS Imperative IV. Achieve (and maintain) Financial Stability								
PVAMU Goal IV. C. Take Appropriate Steps to update the Annual Operating Budget of PVAMU (cont)								
Academic Affairs	Financial Aid	Reduce PVAMU's federal cohort default rate below ten percent		<p>Create a student committee to help reduce the University's Default Rate</p> <p>Review and contest any loans on the LRDR that may be in error and report to ED via the eCDR web based program</p> <p>Continue to contact former students via letter and inform them about the benefits of consolidation and various programs that can assist students repay their loans and/or keep their loans out of default.</p>				
College of Arts and Sciences	Music and Drama	To increase the availability of scholarship funds	The Symphonic band raised \$2500.00 in 2009.	Develop an alumni newsletter to improve contacts with alumni and increase fundraising by the performing ensembles.	Dollar amount raised	\$5,000.00	\$10,000.00	Fiscal Year.
Business Affairs	Project Management and Information Security	Implementation of enterprise resource planning (ERP) software – Banner for financial aid to enhance the communication with admits and current students. Automate business process for faster and more accurate financial aid awarding.	Automated award processing for faster and more accurate financial aid awarding.	Began with business process analysis followed by training, building of validation tables, and review of business process in relation to the software.				
College of Education	College of Education	Increase availability of scholarships	15 students	Seek additional alumni and corporate support	Increase in funding	20	30	Academic Year
College of Juvenile Justice and Psychology	Juvenile Justice & Psychology	Obtain three endowed scholarships	Two donors have been identified	Follow-up with these individuals in a timely manner.	Scholarship funds received.	Receive these donations (\$25,000 each) and identify other potential donors.	In receipt of all promised funds (\$75,000) for three scholarships.	Academic year
TAMUS Imperative IV. Achieve (and maintain) Financial Stability								
PVAMU Goal IV. D. Increase the Availability of Scholarship Funds								
Business Affairs		Contact representative from each scholarship that we are not able to award to solicit permission to modify so that the scholarship can be awarded; work with the Office of Student Financial Aid to identify eligible students for the available funds; support the deans in soliciting additional scholarship funds.	Increase of 5% in the scholarships awarded this year over the previous year.					

TAMUS Imperative IV. Achieve (and maintain) Financial Stability								
PVAMU Goal IV. E. Increase the Size and Number of Endowments for Student Scholarships and for Academic Chairs								
College of Juvenile Justice and Psychology	Juvenile Justice & Psychology	Create One Endowed Chair Position	Funds (\$1,000,000.00) have been identified for one Endowed chair. Matching funds received.	Identify suitable candidate for position.	Successful identification of candidate for the position.	Enough accrued interest to appoint chair.	Endowed Chair appointed and functioning.	Academic Year
Office of Research and Development	Alumni Affairs	Increase alumni scholarship Endowments to 41.	26 scholarship endowments.	Engage graduates of the 1970s -1990s, including recent former students of the university by inviting them to meet through the medium of small groups in local areas.	Measure of the number of endowments exceeding the current number (26) of alumni endowments established at the university.	Within one year, the number of alumni scholarship endowments will increase to 29.	Alumni scholarship endowments will increase by fifteen (15).	Annually
Office of Research and Development	Alumni Affairs	Increase alumni scholarship Endowments to 41.	26 scholarship endowments.	Encourage and support graduates and former students to organize as alumni/former student classes and to support increasing the number of scholarship endowments through a variety of fundraising strategies.	Measure of the number of endowments exceeding the current number (26) of alumni endowments established at the university.	Within one year, the number of alumni scholarship endowments will increase to 29.	Alumni scholarship endowments will increase by fifteen (15).	Annually
Office of Research and Development	Alumni Affairs	Increase alumni scholarship Endowments to 41.	26 scholarship endowments.	Organize and implement a recognition ceremony to honor graduates who set the standard for other graduates and alumni classes.	Measure of the number of endowments exceeding the current number (26) of alumni endowments established at the university.	Within one year, the number of alumni scholarship endowments will increase to 29.	Alumni scholarship endowments will increase by fifteen (15).	Annually
TAMUS Imperative V. Increase the Efficiency of University Operations								
PVAMU Goal V. A. Design and Implement a Document Imaging Program								
Business Affairs	Business Information Resources	Implement Laser Fiche in the minimum of two units per year	Completion of Laser Fiche information in Financial and Human Resources in FY11, in Academic Affairs and Physical Plant in FY12, and in other units according to the order set by the Document Imaging Task Force					
Business Affairs	Library	University Library will join the digitization consortia at the State and HBCU Library Alliance Levels.	Membership in the digitization consortia.					
PVAMU Goal V. B. Improve the Quality of Support Staff								
Academic Affairs	Enrollment Management	Develop an Enrollment Management Training Manual and Standard Operating Procedures for normal day-to-day operation for each functional area						

TAMUS Imperative V. Increase the Efficiency of University Operations

PVAMU Goal V. B. Improve the Quality of Support Staff

Academic Affairs	Enrollment Management	Enhance operational effectiveness through organizational staffing improvements		<p>Hire additional staff for the following positions: Bi-lingual recruiter, Athletic Advisor, Admissions Counselor and Assistant Registrar Establish three new enrollment management positions Data Analyst Coordinator, Graduation Coordinator, and Enrollment Management Specialist for the Northwest Houston Center</p> <p>Combine the Orientation and Communication Center offices under one supervisor</p> <p>Re-establish the Executive Director Position and hire an Administrative Assistant Level III and reclassify the Assistant Director of Recruitment and Admissions positions to Director positions with increased levels of responsibility and duties.</p>	Surveys, Banner Activity Reports, Increased applications/enrollments			
Academic Affairs	Financial Aid	All staff will pass post-test of financial aid training exercises.		<p>Develop policies and procedures manual</p> <p>Develop pre- and post-tests to evaluate staff financial aid knowledge</p> <p>Assign staff to train others about all of the aspects of financial aid</p>				
Academic Affairs	Financial Aid	Using NASFAA guidance, update current Financial Aid Policies and Procedures Manual		Revise and update the financial aid policies and procedures manual.				

TAMUS Imperative V. Increase the Efficiency of University Operations								
PVAMU Goal V. B. Improve the Quality of Support Staff								
Academic Affairs	Title III	Call Center operational, equipment upgraded, staff attend national workshops		Upgrade technology & services in the Office of Financial Aid	Reduction in the # of financial aid complaints compared to previous year	Ongoing	Completed	Annually
Auxiliary Services	Campus Mail	Provide the highest level of quality of service	Currently we provide departmental pick-up and drop-off mail service	Implement Open House events	Customer Service Survey	We intend to offer one new service within one year	We intend to offer two new services within five years	Academic Year
Auxiliary Services	Campus Mail	Improve knowledge of faculty/staff on Campus Mail Operations	Currently provide information on an as needed basis	Offer Annual Campus Mail Workshops	Faculty/Staff Surveys	Offer Annual Campus Mail Workshops	Offer Annual Campus Mail Workshops	Academic Year
Auxiliary Services	Department of Public Safety	To improve service and reduce the number of complaints	Four complaints per semester	Conduct classes to re-educate staff on customer service	By the number of complaints	3 complaints	2 complaints	Academic Year
Auxiliary Services	KPVU	Provide a work environment which supports and encourages growth and creativity	Public radio training is currently provided through management. Development Exchange, Inc. and the National Association of Broadcasters	Offer more trainings	Evaluations Student Surveys	Employees more knowledgeable and self reliant	Increase employee production in all facets of radio operations	Academic Year
Student Affairs and Institutional Relations	All Faiths Chappel	Maintenance of qualified staff to ensure the quality and effectiveness of JPAFC programs and services	Improving the quality of the staff. Additional computer training courses.	Collaborate with the Texas A&M System Universities and Agencies through participation in the annual TAMUS Student Affairs Symposium	This strategy will be measured by the Annual Evaluation.	projection after one year will be an increase 10% of proficiency in the area.	Projection after five years would be around 20% of proficiency.	Annually
Auxiliary Services	Parking	Strengthen the communication methods regarding programs and policies for parking, transportation, and services	Currently we provide two methods to distribute information to parking and shuttle service customers Brochures Website	Revised parking and shuttle services handbook and standard operating procedures manual and brochures	Surveys Customer Comments	Revised parking brochures Revised web-sites	provide all new media types to strengthen our communication methods within five years such as radio spots and information provided in the university newspaper	Academic Year
Auxiliary Services	Parking	Continue developing leadership, management, diversity and customer service skills within the department	promote a culture of leadership within the department	provide additional customer service training for staff	Surveys Customer Comments	increase our customer service satisfaction by 25-30% within the year	Increase our customer service satisfaction by 35-45% within 5 years	Academic Year

TAMUS Imperative V. Increase the Efficiency of University Operations								
PVAMU Goal V. B. Improve the Quality of Support Staff								
Business Affairs	Budgets and Reconciliations	Develop and implement training for new administrators and assistants on budget monitoring, including how to properly assess carryover balances and revenue streams.				Number of training sessions Number of participants		Fiscal Year
Business Affairs	Compliance	Assist the University in implementing corrective action for outstanding audit points and improve controls. To assist the University in its adherence to applicable laws, rules, and regulations.	Based on follow-up reviews and auditing reports it was determined that corrective action had been implemented and processes were improved.	The Compliance Office met with various Units that contained outstanding audit findings and assisted the departments through monitoring, reviewing of processes, and drafting procedures to ensure implementation of corrective action for audit findings.		Various follow-up reviews were conducted by Texas A&M University System Internal Auditing Department. The Compliance Office performs monitoring and routine spot reviews of various departments to ensure Unit's have continued to perform task that were implemented and processes are functioning as recommended.		Fiscal Year
Business Affairs	Environmental Health and Safety	Improve Hazardous Waste collection, storage and disposal procedures and training.	Records show attendance increased 25% in first half of 2009 compared to last couple years trends. Also reports of zero motor vehicle accidents in 2009 add to validity of training requirements.			Inspection reports of each site and reporting requirements to State.		Fiscal Year
Business Affairs	Environmental Health and Safety	Improved Fire Drill knowledge and responses.	Decreased repeat required fire drills by 90% this past year	Increased drills and on site training		Fire Drill reports tracked by EHS Advisory Committee Fire Drill reports were used to determine number of repeat required fire drills. Reports showed very few repeat drills were required.		Fiscal Year

TAMUS Imperative V. Increase the Efficiency of University Operations								
PVAMU Goal V. B. Improve the Quality of Support Staff (cont.)								
Business Affairs	Environmental Health and Safety	Increased Defensive Driver attendance. Improved driver skills, reduced accidents.		Increased advertisement of requirements to attend Defensive Driver Training. Plus created a new University Administrative Procedure on Defensive Driver Safety Program which should solidify the requirements and understanding of the Defensive Driver Program.	Defensive Driver completion rates tracked by EHS Advisory Committee			Fiscal Year
Business Affairs	Financial Accounting and Reporting	Develop a new administrator training module.			Feedback surveys from attendees			Fiscal Year
Business Affairs	Financial Accounting and Reporting	Develop a new chart of accounts that can be implemented with the next budget cycle. Ensure that all accounts are set up within 24 hours of receipt of an account profile form.			Throughout the planning process, VPBA will be kept abreast as to progress. Periodic meetings will be held by Asst. VP FARP and Director of Budgets & Reconciliations to seek guidance from VPBA and update here on the progress.			Fiscal Year
Business Affairs	Financial Services	Cross Training	Payroll, Treasury Services, Payables will have at least one person crossed trained in each unit		Annual Report			Fiscal Year
Business Affairs	Financial Services	Improve Resources to customers	On line training is available for 2 courses	Review, Change and review 10 WEB pages/ web forms. Create two on line training courses	Monthly report on number of people utilizing on line courses and evaluations			Fiscal Year
Business Affairs	Financial Services	Provide one Microsoft training opportunity to each employee			Training Attendance sheets			Fiscal Year
Business Affairs	Institutional Research	Enhance the skill sets of IR staff members		RIF plan developed to increase the Office's set of skills without incurring additional costs.				
Business Affairs	Institutional Research	Decrease preparation time and increase report accuracy		Staff examination of variables needed for the Texas Higher Education Coordinating Board reports will be examined, with a focus on ensuring the easiest and most reliable avenue for the needed data.				
Business Affairs	Physical Plant	Meet the needs of PVAMU by monitoring and coordination employee records for Physical Plant		Update records of Physical Plant employee as pre requirement	Quarterly Report			Fiscal Year

TAMUS Imperative V. Increase the Efficiency of University Operations								
PVAMU Goal V. B. Improve the Quality of Support Staff (cont.)								
Business Affairs	Web and Telephone Services	Site Builder Toolkit training (web services)			Quarterly Report			Fiscal Year
College of Engineering	Chemical Engineering	Support professional development of staff	staff are encouraged to participate in at least one professional development conference/workshop annually. Students are encouraged to participate in the CHEG and CoE professional organization activities.	Attract external funds at College and Departmental levels to support professional development activities. Provide departmental support for student professional organization activities.	Staff attendance at various conferences, workshops, seminars, and professional organization activities.	Staff participate in one or more professional development activities annually.	Staff receive departmental and external support for one or more professional development activities annually.	Annually
College of Engineering	Civil and Environmental Engineering	Support professional development of staff	staff are encouraged to participate in at least one professional development conference/workshop annually. Students are encouraged to participate in the CHEG and CoE professional organization activities.	Attract external funds at College and Departmental levels to support professional development activities. Provide departmental support for student professional organization activities.	Staff attendance at various conferences, workshops, seminars, and professional organization activities.	Staff participate in one or more professional development activities annually.	Staff receive departmental and external support for one or more professional development activities annually.	Annually
College of Engineering	Electrical and Computer Engineering	Support professional development of staff	staff are encouraged to participate in at least one professional development conference/workshop annually. Students are encouraged to participate in the CHEG and CoE professional organization activities.	Attract external funds at College and Departmental levels to support professional development activities. Provide departmental support for student professional organization activities.	Staff attendance at various conferences, workshops, seminars, and professional organization activities.	Staff participate in one or more professional development activities annually.	Staff receive departmental and external support for one or more professional development activities annually.	Annually
College of Engineering	Engineering	Support professional development of staff	Support for faculty training of accreditation conference/workshops. Support for selected faculty/staff/students for professional development.	Attract external funding at College and Departmental levels for training purposes; and use of research IDC incentive funds.	Obtain sufficient funds for faculty/staff/students professional development.	All faculty and staff receive adequate professional development for teaching purpose; 80% faculty receive training for research purpose; 50% percentage of students receive professional training.	All faculty and staff receive adequate professional development for teaching purpose; 90% faculty receive training for research purpose; 70% percentage of students receive professional training.	Every year.

TAMUS Imperative V. Increase the Efficiency of University Operations								
PVAMU Goal V. B. Improve the Quality of Support Staff (cont.)								
College of Engineering	Mechanical Engineering	Support professional development of staff	staff are encouraged to participate in at least one professional development conference/workshop annually. Students are encouraged to participate in the CHEG and CoE professional organization activities.	Attract external funds at College and Departmental levels to support professional development activities. Provide departmental support for student professional organization activities.	Staff attendance at various conferences, workshops, seminars, and professional organization activities.	Staff participate in one or more professional development activities annually.	Staff receive departmental and external support for one or more professional development activities annually.	Annually
John B. Coleman Library	John B. Coleman Library	Continue to increase professional development and continuing education of the Library Staff, by encouraging librarians and support staff to attend and participate in conferences, workshops, and advanced training.	Approximately one-fourth of the Professional Librarians are attending professional meetings, workshops, and conferences on a regular basis, as participants and members of committees.	Provide travel support based on a Departmental Travel Policy; Encourage staff to seek opportunities in their specialties.	Annual User Satisfaction Survey Annual Faculty Satisfaction Survey Annual Focus Groups; and Annual Performance Self Evaluations.	Approximately one-third of Professional Librarians will show interest; and a limited number of support will also start to attend.	Estimate that approximately one-half of professional librarians will be engaged in professional development.	Semester, Academic, and Fiscal Year
John B. Coleman Library	John B. Coleman Library	Continue to recruit highly qualified Library Staff to implement programs, provide quality services, and access to information resources.	Currently have one (1) professional vacancy at entry level (Librarian I), and three (3) senior level positions (Librarian II). Seeking to fill these positions by advertising locally, statewide and nationally, including a listing on the ALA Job list. Also listed in professional conference placement centers, i.e., TLA and ALA.	Nationwide, statewide, and local recruitment of librarians and library assistants Modification of the organizational structure as curriculum evolves Development of career ladders and promotional guidelines for all library staff	Annual User Satisfaction Surveys Student Evaluations of Library Instruction	Estimate that at least two of the vacancies will be filled.	Estimated that all of the current vacancies will be filled with highly qualified librarians.	Semester, Academic, and Fiscal Year
Student Affairs and Institutional Relations	Recreational and Intramural Sports	Improve customer service rating of Intramural staff.	Currently, the unit has a customer service rating of 84%	Multiple, See J-2. 1,2,&3.	J-2: Customer Service Survey	90% satisfaction rate	95% satisfaction rate.	Annually
Student Affairs and Institutional Relations	Student Activities and Leadership	Maintenance of qualified staff to ensure quality and effectiveness of Student Activities and Leadership programs and services.	Four staff members attended the annual National Association for Campus Activities (NACA) Convention; three staff members occupy volunteer positions with NACA	Multiple: See J-2 1 thru 3	Travel reports; after trip impact statements	Fund professional development conference for Cheerleader/Pant her Doll adviser	All staff to have a professional development experience away from campus.	Annually
Academic Affairs	Enrollment Management	Continue to implement all Banner upgrades in accordance with established guidelines and procedures						

TAMUS Imperative V. Increase the Efficiency of University Operations

PVAMU Goal V. B. Improve the Quality of Support Staff (cont.)

Academic Affairs	Financial Aid	Reduce the number of customer service complaints		<p>Contact other similar institutions to determine what other institutions do to ensure the highest level of front desk customer service</p> <p>Review hiring practices for students at the front desk.</p> <p>Develop benchmarks for acceptable customer service</p> <p>Develop a longitudinal survey to measure customer satisfaction with the services provided at the front desk</p>	Number of Complaints Received			
Academic Affairs	Financial Aid	Reduce undergraduate student complaints about financial aid award accuracy		Prior to awarding students for the 2011-2012 award year, develop a test plan to ensure that undergraduate student awards are checked for accuracy prior to being released for public review.				
Academic Affairs	Financial Aid	Use new avenues to communicate information to new and current students about financial aid awards and missing documents		<p>Students use their 'smartphones' more than computers. Develop plan to send all missing document and award letters for 2011-2012 via text message and University email.</p> <p>Create and use text messaging system to remind students of important tasks (i.e. complete promissory note, entrance counseling, exit counseling, defaulted loans, etc.)</p>				
Academic Affairs	Financial Aid	Ensure verification is completed for students within 72 hours of submission. (If file is complete)		Review and process verification items submitted by students within 72 hours.				

TAMUS Imperative V. Increase the Efficiency of University Operations

PVAMU Goal V. B. Improve the Quality of Support Staff (cont.)

Academic Affairs	Financial Aid	Reduce graduate student complaints about financial aid award accuracy		Prior to awarding students for the 2011-2012 award year, develop a test plan to ensure that graduate student (GP) awards are checked prior to being released for public review Work closely with the Graduate School Dean and his staff to ensure that the correct statuses are in the system.					
Academic Affairs	Title III	Train faculty to develop online courses		Support infrastructure for development and implementation of online courses	Number of web based courses developed compared to the previous year	Ongoing	Completed	Annually	
College of Arts and Sciences	Music and Drama	Insure that all processes, procedures, policies, and practices are executed efficiently.	Departmental handbooks are in the revision stage.	Assign committees to complete all handbooks.	The state of the completed document	Completed handbooks	100% implementation of handbook provisions.	Academic Year	

TAMUS Imperative V. Increase the Efficiency of University Operations

PVAMU Goal V. C. Improve Efficiency by Implementing Technology

Business Affairs	Business Information Resources	Upgrade current student ID system, provide online meal and laundry plan, provide online book vouchers, revise reporting procedures, and business process analysis; implement new system for student learning outcomes, and implement Cognos business intelligence system	Implement a survey to determine levels of satisfaction with the introduction of technology-related service offerings.						
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TAMUS Imperative VI. Strengthen University Advancement Programs								
PVAMU Goal VI. A. Communicate the Accomplishments of the University Through Publications to the Various Constituent Groups								
Academic Affairs	Financial Aid	Use new avenues to communicate information to new and current students about financial aid		<p>Obtain business Facebook & Twitter license</p> <p>Update Administrative Assistant PDQ to include updating our social network pages</p> <p>Populate Financial Aid Facebook and Twitter pages with pertinent financial Aid information</p> <p>Assign task force to look into other mediums (blogs, etc) that students frequent to ensure that our limited funds are utilized wisely to 'spread the word' about the availability of financial aid to attend PVAMU</p> <p>Develop plan to sustain effort to keep the sites up to date</p> <p>Investigate the use of 'bots' on our web page. The Bot would explain the purpose of the</p>				
Agriculture and Human Sciences, College of	Agriculture and Human Sciences	Communicate the accomplishments of the University through publications to the various constituent groups	CAHS achievements published in Tri Ag Quarterly and on PVAMU home page	Identify other outlets for research achievements	Number of articles published in all media outlets	3 more published articles	10 more published articles	Fiscal Year
Office of Research and Development	Alumni Affairs	Create and support an environment at the university beyond the annual homecoming events where former students can meet annually to connect with each other and with their alma mater.	15,000 reachable records.	Collect and update alumni data in order to increase the level of reachable alumni to 50,000.	Pre-event Survey of reachable alumnae/alumnus population to analyze alumni interest in becoming connected to the university through volunteerism, participation in university programs, and/or in developing fundraising projects in their respective communities.	Increased contacts by 5,000	Increased contacts to 40,000.	Annually

TAMUS Imperative VI. Strengthen University Advancement Programs Including Fundraising								
PVAMU Goal VI. A. Communicate the Accomplishments of the University Through Publications to the Various Constituent Groups								
Office of Research and Development	Alumni Affairs	Create and support an environment at the university beyond the annual homecoming events where former students can meet annually to connect with each other and with their alma mater.		Plan and organize a PVAMU Alumnae and PVAMU Alumnus Day at the University.	Participation Rates and commitments to categories of connectivity.	Generate one (1) alumni publication as an outgrowth of the Alumnae/Alumnus Day gatherings.	Generate five (5) alumni publications in varied formats.	Annually
Office of Research and Development	Alumni Affairs	Create and support an environment at the university beyond the annual homecoming events where former students can meet annually to connect with each other and with their alma mater.		Host a fundraising luncheon/Fashion show for former students and disseminate information about the university.	Participation Rates and commitments to categories of connectivity.	Host one (1) alumni meeting at the university with an adjustable program format.	Generate five (5) alumni publications in varied formats.	Annually
Office of Research and Development	Alumni Affairs	Create and support an environment at the university beyond the annual homecoming events where former students can meet annually to connect with each other and with their alma mater.		Plan a recognition ceremony honoring distinguished former students for their contributions in various regions of the country	Participation Rates and commitments to categories of connectivity.	Host one (1) alumni meeting at the university with an adjustable program format.	Host five (5) alumni annual meetings at the university with adjustable program formats.	Annually
Student Affairs and Institutional Relations	Government Affairs	Monitor the interest of the university in federal, state, and local gov and comm activities.	Currently, appropriations are down 5% over the last 2 years.	Multiple, See J-I, 1,2,3,4&5.	Comparative analysis of what was requested vs what was received.	60% restoration of lost appropriations	5% increase over current binneum	Biennium

TAMUS Imperative VI. Strengthen University Advancement Programs Including Fundraising								
PVAMU Goal VI. A. Communicate the Accomplishments of the University Through Publications to the Various Constituent Groups								
Student Affairs and Institutional Relations	Public Relations	Enhance our ongoing advertising campaign and increase distribution of press releases and media advisories to media outlets	The University appears in about 20-25 media outlets per week; depending on university happenings.	Develop and Experts Guide for PVAMU to highlight our faculty and their research interests as a resource for local, regional, or national media. Developing an advertising campaign for PVAMU targeting the NW corridor residents. Organize and execute a media day on campus to inform local media of current happenings and events at PVAMU.	newspapers, television, radio, web, etc.; including stories in the 10 markets in the nation	PVAMU will be mentioned 30-35 times per month.	PVAMU will be mentioned 45-50 times per month.	Annually
Student Affairs and Institutional Relations	Public Relations	Developed graphic and printing standards to present a cohesive image of the University's materials which has evolved into visual identity guidelines.		Work with departments to develop Style & Graphics Standards for PVAMU. This incorporates web guidelines, logo usage, design guidelines and printing standards. The Office of Procurement developed guidelines to limit the number of contracted designers allowed to develop PVAMU marketing materials.	Qualitative/narrative data from stakeholders concerning communications aimed at increasing visibility and awareness of the University is positive and supports the listed goal.	35-50 percent of departments will adhere to guidelines	all university departments will adhere to guidelines	Annually
TAMUS Imperative VI. Strengthen University Advancement Programs Including Fundraising								
PVAMU Goal VI. B. Enhance Corporate Relations through Industry Cluster Publications that show the strength of Corporate Partnerships with the University								
Student Affairs and Institutional Relations	Public Relations	Industry Cluster publication completed in electronic format and posted on Research and Graduate Studies website by August 2011 demonstrating a 5% increase in industry partners.						
TAMUS Imperative VI. Strengthen University Advancement Programs Including Fundraising								
PVAMU Goal VI. C. Use Technology to Communicate the University's Accomplishments to a Broader Audience								
Academic Affairs	Financial Aid	Reengineer the financial aid web page to be more student-friendly and aesthetically pleasing to potential students and their families		Create a student committee to review the web page Note requests for improvement Revise the entire web page				

TAMUS Imperative VI. Strengthen University Advancement Programs Including Fundraising

PVAMU Goal VI. C. Use Technology to Communicate the University's Accomplishments to a Broader Audience

Academic Affairs	Financial Aid	Update the financial aid General Information web pages to provide all Consumer Brochure data required by federal regulations		Revise and update federally mandated consumer brochure information				
College of Arts and Sciences	Languages and Communications	Increase visibility of the department or programs through development of a stronger website.	AY2009 (October-February): 2,278 Unique Page View; 33 Second Time on Page Average; 42.31% Bounce Rate	1) Supplemental pay approval for faculty member to develop webpage.	1) # Unique Page Views	2, 323 Unique Page Views (2% increase)	2,506 Unique Page Views (10% increase)	Academic Year
John B. Coleman Library	John B. Coleman Library	Continue to enhance and evaluate the library website as a major vehicle for promoting library resources, services and programs.	Website was recently upgraded and enhanced. Considered as a key resource for promoting services and programs, as well as a virtual point of contact for library users.	Keep all staffing, departmental information, library hours, and special events current and updated on the website.	Annual User Satisfaction Survey Annual Faculty Satisfaction Survey Annual Focus Groups	User rate of library website is projected to increase by at least 5% or estimated 7,500 page views or hits above the most recent 6-months data reported in March 2010.	Website will be more interactive and will offer advanced and innovative features. Estimated hits close to 300,000 per fiscal year, or 1,500,000 total for a five-year period.	Fiscal Year
College of Arts and Sciences	Physics	Continue to update departmental web site.	Functional and informative website. Need updates on several web pages.	Hired 3 students - 2 graduate and 1 undergraduate - to assist in information collection and web posting.	Comments and responses from surveys, and from Google Analytics Web Trends	Website fully updated.	Continued upgrades of website.	Fiscal year
Business Affairs	Financial Accounting and Reporting	Upgrade departmental web pages		Web page will be reviewed quarterly				Fiscal Year
Business Affairs	Web and Telephone Services	Develop Facebook page, twitter account, and youtube channel			Quarterly Report			Fiscal Year
Auxiliary Services	KPVU	Coordinate a marketing campaign to enhance community relationships, underwriting and sponsorship opportunities	Currently providing information via telephone, brochures, and written correspondence/proposals	More community outreach	Surveys	Billboards and mass mailings to 1,000 individuals and business	Several billboards and mailings to over 5,000 individuals and businesses	Academic Year

TAMUS Imperative VI. Strengthen University Advancement Programs Including Fundraising								
PVAMU Goal VI. C. Use Technology to Communicate the University's Accomplishments to a Broader Audience								
Student Affairs and Institutional Relations	Public Relations	Assist departments engaging in promotional efforts with special emphasis on the development office.		Develop marketing materials; i.e.. newsletters, brochures, etc. that highlight the achievements of students, faculty and staff and outline the needs of the department.	Narrative data from stakeholders concerning communications aimed at increasing development activities/Quantity of communications aimed at targeted audiences.	Ongoing; The Office of Public Relations will assist 15 departments with their marketing materials.	Ongoing; The Office of Public Relations will assist 40 departments with their marketing materials.	Annually
TAMUS Imperative VII. Strengthen the Quality of the Athletics Program (Added as of Fall 2007)								
PVAMU Goal VII. A. Increase Revenues								
Athletics	Athletics	Enhance revenue opportunities at events, increase involvement initiatives with alumni and sponsors, and request a fee increase to off-set rising operational costs.	Amount of funds collected through expanded revenue-generating activities to off-set operational costs.					
TAMUS Imperative VII. Strengthen the Quality of the Athletics Program (Added as of Fall 2007)								
PVAMU Goal VII. B. Increase on-line services								
Business Affairs	Business Information Technology Services	Expand opportunities with technology	Measured by the amount of interaction through technology communication					
TAMUS Imperative VII. Strengthen the Quality of the Athletics Program (Added as of Fall 2007)								
PVAMU Goal VII. C. Increase fan participation/ attendance								
Athletics	Athletics	Increase student athlete involvement in student civic development, Create Panther Prowl, and Family and Friends Day Event, Participate in University service initiatives.	Track the number of enhanced opportunities that athletes are afforded to participate in civic activities, as well as the levels of athlete participation; additionally, provide information about increased number of attendees at Panther Prowl and Family and Friends Day, and number of athletes that participate in University service initiatives.					
TAMUS Imperative VII. Strengthen the Quality of the Athletics Program (Added as of Fall 2007)								
PVAMU Goal VII. D. Increase available scholarships for student athletes								
Athletics	Athletics	Get all sports to the authorized NCAA scholarship limit	Added scholarship funds to each sport for past two budgets	Add 1 per year per sport		4 Sports at NCAA authorized max.	8 sports at authorized NCAA max	
PVAMU Goal VII. E. Improve quality of athletic facilities and playing environment								
Athletics	Athletics	Create/Enhance all athletic sports venues	Foundation created. Executive Director hired. Completed study for conceptualization of complex.	Conduct sports survey. Create foundation. Enhance fundraising relationships.		Capital campaign initiated	Breaking ground on first venue	

Supporting Documentation

Form J. The Future - Goals Strategies, Assessment and Projected Outcomes for One and Five Year Periods

by Individual Unit

Academic Affairs

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. C.	Academic Affairs	Enrollment Management	Update and expand all Community College Articulations Agreements						
II. D.	Academic Affairs	Enrollment Management	Enhance undergraduate recruitment and retention programs		Enhance on-campus recruiting events by increasing faculty, staff and student involvement. Strengthen the Alumni Ambassador Program and seek alums that would willingly correspond electronically with prospective students Develop new student transitional programs geared towards special needs populations i.e. military, international, and transfers students				
I. B.	Academic Affairs	Enrollment Management	Continue to review annually all enrollment management applicable fees to assess cost efficiency i.e. admission fee, transcript fee, orientation fee, graduation, and reinstatement						
I. B.	Academic Affairs	Enrollment Management	Develop a standardized assessment instrument to evaluate the division's customer service						

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V. A.	Academic Affairs	Enrollment Management	Improve Enrollment Management's one-stop-shop operational services		Improve the following customer related services: Develop an on-line method of payment; Implement electronic transcripts at high school and community college levels; Implement document imaging, and Continue conducting semi-annual customer service training Re-locate Communication Office to Evans Hall to provide centralized services to the Office of Recruitment and prospective students	Customer Satisfaction Surveys			
V. B.	Academic Affairs	Enrollment Management	Develop an Enrollment Management Training Manual and Standard Operating Procedures for normal day-to-day operation for each functional area						

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V. B.	Academic Affairs	Enrollment Management	Enhance operational effectiveness through organizational staffing improvements		<p>Hire additional staff for the following positions: Bi-lingual recruiter, Athletic Advisor, Admissions Counselor and Assistant Registrar Establish three new enrollment management positions Data Analyst Coordinator, Graduation Coordinator, and Enrollment Management Specialist for the Northwest Houston Center</p> <p>Combine the Orientation and Communication Center offices under one supervisor</p> <p>Re-establish the Executive Director Position and hire an Administrative Assistant Level III and reclassify the Assistant Director of Recruitment and Admissions positions to Director positions with increased levels of responsibility and duties.</p>	Surveys, Banner Activity Reports, Increased applications/enrollments			
V. C.	Academic Affairs	Enrollment Management	Continue to implement all Banner upgrades in accordance with established guidelines and procedures						
II. A.	Academic Affairs	Enrollment Management	Conduct an annual review of the academic indicators						Academic Year
II. A.	Academic Affairs	Enrollment Management	Study the freshman class matriculation funnel profile						Academic Year
II. A.	Academic Affairs	Enrollment Management	Compare fresman profile information with second-year retention information						Academic Year

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II. B.	Academic Affairs	Enrollment Management	Increase annual funding for university-based scholarship program; ie., Regent, Presidential, and Distinguished						Academic Year
II. B.	Academic Affairs	Enrollment Management	Add more value to the Honors Program by increasing the scholarship to the level of a Regent Scholarship.						Academic Year
II. B.	Academic Affairs	Enrollment Management	Increase the number of matriculating students into the STEM (Science, Technology, Engineering and Mathematics) disciplines						Academic Year
II. B.	Academic Affairs	Enrollment Management	Reduce the number of conditionally admitted students						Academic Year
II. D.	Academic Affairs	Financial Aid	Increase enrollment at the PVAMU Northwest site by more than 20%, as well as, ensure compliance with the US Department of Education's administrative capability requirements.		Submit plans to Title III to hire a Director, Associate Director, Two Financial Aid Counselors, Data Assistant I (Imaging), and an Administrative Assistant at PVAMU's newest site, The Northwest Center. Submit plans to Title III to				

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V. A.	Academic Affairs	Financial Aid	Complete scanning of all documents in the Financial Aid Conference Room			Scan all documents located in the Financial Aid Conference Room Ensure that the University's Record Retention policy is followed in the destruction of the documents Work with Property Management to remove the file cabinets from the financial aid conference room			
V. A.	Academic Affairs	Financial Aid	Review security for access to DocuWare		Review all access to DocuWare				
V. B.	Academic Affairs	Financial Aid	All staff will pass post-test of financial aid training exercises.		Develop policies and procedures manual Develop pre- and post-tests to evaluate staff financial aid knowledge Assign staff to train others about all of the aspects of financial aid				
V. B.	Academic Affairs	Financial Aid	Using NASFAA guidance, update current Financial Aid Policies and Procedures Manual		Revise and update the financial aid policies and procedures manual.				

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VII. B.	Academic Affairs	Financial Aid	Continue to increase student financial literacy on campus by providing student workshops throughout the year.		Create financial literacy web page Create student committee for financial literacy Setup a schedule to provide 'hands-on' financial literacy workshops throughout the campus				
VII. B.	Academic Affairs	Financial Aid	Review the online Financial Literacy Curriculum for the various University classifications (i.e. freshmen, etc.) and automate the import of the completion data into Banner.		Student Committee will review online curriculum and make suggestions for changes Hire an AppWorx consultant to assist with programming the data exchange between the financial literacy and Banner systems. Import completion dates into missing document section of the financial aid module in Banner				

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VIII. B.	Academic Affairs	Financial Aid	Use new avenues to communicate information to new and current students about financial aid		Obtain business Facebook & Twitter license Update Administrative Assistant PDQ to include updating our social network pages Populate Financial Aid Facebook and Twitter pages with pertinent financial Aid information Assign task force to look into other mediums (blogs, etc) that students frequent to ensure that our limited funds are utilized wisely to 'spread the word' about the availability of financial aid to attend PVAMU Develop plan to sustain effort to keep the sites up to date Investigate the use of 'bots' on our web page. The Bot				
VIII. B.	Academic Affairs	Financial Aid	Reengineer the financial aid web page to be more student-friendly and aesthetically pleasing to potential students and their families		Create a student committee to review the web page Note requests for improvement				
VIII. B.	Academic Affairs	Financial Aid	Update the financial aid General Information web pages to provide all Consumer Brochure data required by federal regulations		Revise and update federally mandated consumer brochure information				

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I. G.	John B. Coleman Library	John B. Coleman Library	Produce Grant Proposals to supplement funding to support library services, improvement of facilities, and the expansion of print and non-print collections.	Recently completed a two-year grant funded project for preservation of selected historical photographs; also have access to a Title III Endowment Grant that was funded several years ago.	Seek grants to continue the preservation projects, support technology, print and non-print resources.	Keep records of number of grant applications submitted each fiscal year, and the number that are funded.	Estimate that at least one grant proposal will be prepared and submitted for funding.	Library will have established an annual grant proposal per year cycle with successful funding.	Fiscal Year
I. G.	John B. Coleman Library	John B. Coleman Library	Provide State of the Art and Innovative Technology Systems and Services.	Monitoring new developments related to our current integrated library system. Library has wireless service available, public use computers, and remote access to databases.	Monitor the development of innovative and research-oriented materials and databases in all academic disciplines.	Annual User Satisfaction Surveys Annual Faculty Satisfaction Surveys	Estimate that at least one upgrade will be required in either hardware or software.	Projected that current hardware and software will once again become obsolete.	Fiscal Year

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I.G.	John B. Coleman Library	John B. Coleman Library	Expand the scope and content of the current Library Instruction Programs, based on the ALA definition and principles of Information Literacy, including: separate non-credit courses; and integrated activities into general education courses and/or courses in major fields of study.	Over the past 3-4 years, the Library Instruction Program has successfully implemented one the two components of an Information Literacy Program: Offering library instruction sessions to students in their classroom settings as guest presenters, invited by members of the faculty. For example, during academic year FY08-09, (Sept - April), Librarians have presented a total of 128 Instructional Sessions, to 2,310 students. For academic year FY09-10, Librarian have presented already presented 124 Instructional Sessions to 2,092 students, as of the end of March 2010.	Continue to collaborate with faculty on scheduling instruction sessions; Increase the number of faculty contacts; Continue to provide information literacy training opportunities for Librarians; Develop a non-credit course description for approval by Academic Affairs.	Compare statistical records of number of instruction sessions invited to teach from semester to semester and annually; Student and Faculty Evaluations of Instruction Session. Acceptance of non-credit course by Academic Affairs. Annual User and Faculty Surveys. Evaluation of Instructional Services by Students.	(1) Number of instructional sessions taught will have increased by at least 10% or 12 sessions above the average number of sessions (126) for the past two academic years. (2) Working on a 2nd Draft of non-credit course based on feedback from Academic Affairs.	Library will offer at least two library instruction non-credit courses; and the instructional sessions offered to classroom faculty will have doubled to approximately 250 per academic year compared to current level.	Academic and Fiscal Year Cycles.

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III. A.	John B. Coleman Library	John B. Coleman Library	Continue to enhance and evaluate the library website as a major vehicle for promoting library resources, services and programs.	Website was recently upgraded and enhanced. Considered as a key resource for promoting services and programs, as well as a virtual point of contact for library users. Most recent Website data for the 6-month period, October 2009 to February 2010, show that the Library homepage was viewed 149,895 times.	Keep all staffing, departmental information, library hours, and special events current and updated on the website.	Annual User Satisfaction Survey Annual Faculty Satisfaction Survey Annual Focus Groups	User rate of library website is projected to increase by at least 5% or estimated 7,500 pageviews or hits above the most recent 6-months data reported in March 2010.	Website will be more interactive and will offer advanced and innovative features. Estimated hits close to 300,000 per fiscal year, or 1,500,000 total for a five-year period.	Semester, Academic, and Fiscal Year

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V. B.	John B. Coleman Library	John B. Coleman Library	Continue to recruit highly qualified Library Staff to implement programs, provide quality services, and access to information resources.	Currently have one (1) professional vacancy at entry level (Librarian I), and three (3) senior level positions (Librarian II). Seeking to fill these positions by advertising locally, statewide and nationally, including a listing on the ALA Job list. Also listed in professional conference placement centers, i.e., TLA and ALA.	Nationwide, statewide, and local recruitment of librarians and library assistants; Modification of the organizational structure as curriculum evolves; Development of career ladders and promotional guidelines for all library staff.	Annual User Satisfaction Surveys Student Evaluations of Library Instruction	Estimate that at least three of the vacancies will be filled, including the entry level position, and two of the three senior level positions.	Estimated that all of the current vacancies will be filled with highly qualified librarians.	Semester, Academic, and Fiscal Year

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V. A.	John B. Coleman Library	John B. Coleman Library	Enhance and create preservation and conservation conditions in JBC, including digitization of archival materials, library handbooks, research aids, special collections, and dissertations.	Currently in early stages of imaging and digitization of documents, archival materials and other research and instructional aids.	Seeking training programs, funding, and membership in digitization consortial at the State and HBCU Library Alliance levels.	Statistical count of the increase in number of documents digitized per year. User Satisfaction Surveys.	Estimate that library will have acquired additional digitization software, that will enable the staff to produce approximately 5-6 major documents per month or 60 to 70 during the first year of implementation.	Projected that library will have state of the art digitization program with the capability of producing approximately 100 major documents per fiscal year, or 500 over a 5-year period.	Fiscal Year
V. B.	John B. Coleman Library	John B. Coleman Library	Continue to increase professional development and continuing education of the Library Staff, by encouraging librarians and support staff to attend and participate in conferences, workshops, and advanced training.	Approximately one-fourth of the Professional Librarians are attending professional meetings, workshops, and conferences on a regular basis, as participants and members of committees.	Provide travel support based on a Departmental Travel Policy; Encourage staff to seek opportunities in their specialties.	Annual User Satisfaction Survey Annual Faculty Satisfaction Survey Annual Focus Groups; and Annual Performance Self Evaluations.	Approximately one-third of Professional Librarians will show interest; and a limited number of support will also start to attend.	Estimate that approximately one-half of professional librarians will be engaged in professional development.	Semester, Academic, and Fiscal Year
V. C.	John B. Coleman Library	John B. Coleman Library	Install an Information Literacy Computer Lab for "hands-on" library instruction on using electronic resources and databases.	Located a site on the 1st floor of the library; partially furnished the area and installed internet wiring. Consulted with construction engineers on design of Lab and cost.	Identify sources of funding; request updated cost estimates for remodeling the area, including all equipment and furnishings.	Successful completion of instructional lab, fully furnished and offering information literacy classes to students.	Funding identified for FY12 to complete construction and equipment.	Library will have a fully equipped Information Literacy Lab.	Semester and Fiscal Year.

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V. C.	John B. Coleman Library	John B. Coleman Library	Provide State of the Art and Innovative Technology Systems and Services.	Monitoring new developments related to our current integrated library system. Library has wireless service available, public use computers, and remote access to databases.	Monitor the development of innovative and research-oriented materials and databases in all academic disciplines.	Annual User Satisfaction Surveys Annual Faculty Satisfaction Surveys	Estimate that at least one upgrade will be required in either hardware or software.	Projected that current hardware and software will once again become obsolete.	Fiscal Year
I. F.	Academic Affairs	Title III	Increase the number of faculty members submitting proposals for external funding		Offer grant and compliance training workshops	Number of workshops offered Attendance Rates	One grant writing and one compliance workshop per year	Completed	Annually
III. C.	Academic Affairs	Title III	Manage grants efficiently and within budget		Develop and Implement policies and procedures Monitor Expenditures Assist coordinators with budgeting and implementation issues	Percentage of projects completed within the identified timeline	Ongoing	Completed	Annually
V. C.	Academic Affairs	Title III	Call Center operational, equipment upgraded, staff attend national workshops		Upgrade technology & services in the Office of Financial Aid	Reduction in the # of financial aid complaints compared to previous year	Ongoing	Completed	Annually

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V. B.	Academic Affairs	Title III	Train faculty to develop online courses		Support infrastructure for development and implementation of online courses	Number of web based courses developed compared to the previous year	Ongoing	Completed	Annually
II. F.	Academic Affairs	Title III	Increase in student enrolment, persistence, retention, and graduation rates		Award selected engineering doctoral students fellowships	# of doctoral engineering students receiving fellowship	Ongoing	Completed	Annually
II. F.	Academic Affairs	Title III	Increase student enrollment, persistence, retention and graduation rates		Renovate classrooms/labs Update equipment Create a virtual reality technology based teaching and learning environment	Number of classrooms/labs renovated Equipment purchases Number of math courses being taught in the virtual environment	Ongoing	Completed	Annually
II. F.	Academic Affairs	Title III	Provide tutoring to at-risk nursing students		Virtual tutoring site and materials developed	# of at-risk nursing students using tutoring program who graduate compared to previous year	Ongoing	Completed	Annually

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II. F.	University College	Academic Enhancement	To enable learners to acquire the writing competencies needed for success in Engl 1123-Freshman Composition.	The '08-'09 AY Engl 1123-Freshman Composition I success rate for students who previously had taken a DE English course is 58.1% (N=129). The actual number of successful DE students is 74.	1. Have a continuous collaboration between the DE English faculty and Freshman Composition I faculty to properly align the DE English courses content with Freshman Comp I. 2. Administer exit exam to all DE English students completing the highest developmental English course, Engl 0131	1. Strategy 1 will be measured by the frequency of discussions between the DE English and Freshman Comp I faculty members. 2. Strategy 2 will be measured by the students success on the exit exam.	After implementing the new strategies during the '10-'11 AY, the '11-'12 AY projected Freshman Comp I success rate for DE students is 63% (81 students)	The projected five year success rate is 75% (97 students).	Academic Year
II. F.	University College	Academic Enhancement	To improve FTFTF retention rates to the second year.	The THECB reported that the retention rate of the freshmen at PVAMU for 2008 was 74.6% (N=1294). The number of returning freshmen is 965. The PVAMU IR Office has reported that the retention rate of the freshman DE students is 67.4% (N=749). The number of returning developmental students is 505.	1. The Professional Advisors will meet with their advisees in person or on line a minimum of 4 times per semester; 2. Increase the number of FTFTF freshmen in the Effective Learning Class; 3. Implementation of the QEP, "I-READ;"	1 PA logs; 2. Rosters of Effective Learning Classes/Student Surveys; 3. Summary of the results of the pilot in fall 2010 and the full program 2011	We project that we can increase the overall retention rate for all FTFT freshman students by 1% (978 students)	We project that we can increase the overall retention rate for all FTFT freshman students by 3% (1004 students) and the retention rate of DE FTFT freshman by 5% (542 students) in five years	We will report annually on this outcome beginning in fall 2011.

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II. F.	University College	Academic Enhancement	To enable learners to acquire the mathematical competencies needed for success in college level algebra courses.	The '08-'09 AY college algebra success rate for students who previously had taken a DE Mathematics course is 53.8% (N=396). The actual number successful DE students is 213.	1. Have a continuous collaboration between the DE math faculty and College Algebra faculty to properly align the DE math courses content with college algebra. 2. Administer exit exam to all DE mathematics students completing the highest developmental math course, Math 0133-Intermediate Algebra.	1. Strategy 1 will be measured by the frequency of discussions between the DE math and college algebra faculty members. 2. Strategy 2 will be measured by the students success on the exit exam.	After implementing the new strategies during the '10-'11 AY, the '11-'12 AY projected college algebra success rate for DE students is 58% (230 students).	The projected success rate in five years is 70% (277 students).	Academic Year
II. F.	University College	Academic Enhancement	To enable learners to acquire the reading competencies needed for success in mainstream courses.	The '08-'09 AY Hist 1313- US to 1876 success rate for students who previously had taken a DE Reading course is 43.3% (N=247). The actual number of successful DE students is 107.	1. Have a collaboration between the DE reading faculty and History faculty to embed readings from Hist-1313 in DE reading courses. 2. Administer exit exam to all DE reading students completing the highest developmental reading course, RDNG 0131, to ensure all reading skills are attained.	1. Strategy 1 will be measured by the frequency of discussions and the number of embedded History readings. 2. Strategy 2 will be measured by the students success on the exit exam.	After implementing the new strategies during the '10-'11 AY, the '11-'12 AY projected History 1313 success rate for DE students is 48% (119 students).	The projected five year success rate is 70% (173 students).	Academic Year

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II. F.	University College	Academic Enhancement	To improve overall academic performance of the FTFT freshmen as indicated by their first semester GPA.	In fall 2009 80% (1125) of the 1406 students residing in University College had first semester GPAs that placed them in good academic standing (2.0 or above GPA.)	1. The Professional Advisors will meet with their advisees in person or on line a minimum of 4 times per semester; 2. The DE teachers will provide lists of FTFT freshmen who have excessive absences in their classes so the PAs can contact them; 3. Increase the availability of appropriate tutoring; 4. Increase # of FTFT in the Effective Learning Class'	1. PA logs; 2. Lists of absentees from DE teachers/PA logs; 3. Tutoring logs and student surveys; 4. Rosters for the Effective learning Class/Student Surveys	We project that we can increase the percent of students in good academic standing (2.0 or above) by 1% (139 students) the first year.	We project that we can increase the percent of students in good academic standing (2.0 or above) by 4% (1181 students) in five years	We will report annually on this outcome beginning in fall 2011.
II. F.	University College	Academic Enhancement	To increase testing services to PVAMU students and surrounding communities.	The testing center currently offers exams for SAT, THEA, QTHEA, LSAT, ACT, NET, and Distance Learning exams from various universities and colleges.	1. Provide the COMPASS Test to all students. 2. Provide special testing accommodation to students with disabilities. 3. Provide the GED test to individuals in the surrounding communities.	Strategies 1-3 will be measured by the number of students utilizing the new services.	By the end of the '10-'11 AY, the testing center is projected to increase services by providing the GED to individuals in the surrounding communities.	The five year projection is to offer the COMPASS Test and provide testing accommodations for students with disabilities.	Academic Year

Academic Affairs

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. F.	University College	Academic Enhancement	To increase the percentage of first time full time freshmen exiting developmental studies in one year.	The '08-'09 academic years one year developmental exit rate was 33% (N=749). The number of one year completers is 247.	1. Offer developmental courses in the summer semester. 2. Offer skill building workshops for the THEA and COMPASS Tests.	1. Strategy 1 will be measured by the number of developmental students enrolling and successfully completing the summer DE courses. 2. Strategy 2 will be measured by the number of students attending the workshops and meeting the minimum requirements of the THEA or COMPASS.	The projected Fall '10 to Fall '11 exit rate is 40% (300 students).	The projected exit rate for five years is 70% (524 students).	Academic Year

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III.A.	College of Agriculture and Human Sciences	CARC	Enhance the research environment and expertise of faculty and staff	All research scientists engaged in individual CRIS research projects, but faculty research limited to joint appointments	Increase number of research program area systems projects and include full time faculty during summer period	Number of projects listed in CARC files Number of full time faculty hired during summer period	2 more team projects 4 more full time faculty during Summer 2011	6 team projects 10 full time faculty during Summer 2015	Fiscal Year
III.B.	College of Agriculture and Human Sciences	CARC	Align university research goals with federal, state, & industry needs & goals	CARC 5 year Plan of Work (POW) update each year for USDA NIFA goals; state goals matched to TX Agrilife	Maintain alignment of 5 year POW with USDA and Texas Agrilife Research	Compare number of aligned goals with USDA and Texas Agrilife Research	100 % alignment	100 % alignment	Fiscal Year
II. D.	College of Agriculture and Human Sciences	CARC	Increase funded research	USDA funded projects and CBP funded projects	Increase number of CBP proposals	Number of funded CBP proposals	2 more funded projects	6 more funded projects	Fiscal Year
VI. A.	College of Agriculture and Human Sciences	CARC	Communicate the accomplishments of the University through publications to the various constituent groups	CAHS achievements published in Tri Ag Quarterly and on PVAMU home page	Identify other outlets for research achievements	Number of articles published in all media outlets	3 more published articles	10 more published articles	Fiscal Year
I. F.	College of Agriculture and Human Sciences	CARC	Increase the number of faculty FTE's producing research/scholarly and creative works.	Research scientists presently producing research publications and creative works	Increase number of full time faculty working with Research scientists to produce research publications	Number of joint articles published	1 more research publication	5 more research publications	Fiscal Year

Athletics

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VII. D.	Athletics	Athletics	Get all sports to the authorized NCAA scholarship limit	Added scholarship funds to each sport for past two budgets	Add 1 per year per sport		4 Sports at NCAA authorized max.	8 sports at authorized NCAA max	
VII. C.	Athletics	Athletics	Increase student athlete involvement in student civic development	Created Panther Prowl and Family and Friends Day Event. Participated two consecutive years in University service initiative	Panther Prowl Program enhancement and participation. Involvement in campus community project as department.	Review ARP Review Student Survey Review NCAA ASR	12 teams will Achieve the NCAA required 900 on APR	All Teams Achieve 900 on APR (NCAA)	Fiscal Year
VII. D.	Athletics	Athletics	Get all sports to the authorized NCAA scholarship limit	Added scholarship funds to each sport for past two budgets	Add 1 per year per sport		4 Sports at NCAA authorized max.	8 sports at authorized NCAA max	
VII. E.	Athletics	Athletics	Create/Enhance all athletic sports venues	Foundation created. Executive Director hired. Completed study for conceptualization of complex.	Conduct sports survey. Create foundation. Enhance fundraising relationships.		Capital campaign initiated	Breaking ground on first venue	

Auxiliary Services

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
V. B.	Auxiliary Services	Campus Mail	Provide the highest level of quality of service	Currently we provide departmental pick-up and drop off mail service Can you tell us how many people you serve?	Implement Open House events	Customer Service Survey	We intend to offer one new service within one year	We intend to offer two new services within five years	Academic Year
V. B.	Auxiliary Services	Campus Mail	Improve knowledge of faculty/staff on Campus Mail Operations	Currently provide information on an as needed basis	Offer Annual Campus Mail Workshops	Faculty/Staff Surveys	Offer Annual Campus Mail Workshops Can you tell me # of employees and number of workshops you plan to hold?	Offer Annual Campus Mail Workshops Can you tell me # of employees and number of workshops you plan to hold?	Academic Year
II. D.	Auxiliary Services	Department of Public Safety	Reduce Crime on Campus	Developed overall campus crime reduction plan which incorporates technology and community based officers.	Implementation of team effort by Crime Prevention Coordinator and assigned officers to promote crime prevention programs targeting the residential areas surrounding communities and staff oriented awareness programs which include internet based initiatives	Crime statistics Surveys	2011 Crime Stats Thefts 125 Burglaries 72 Agg. Assaults 03 MV Thefts 11 Sexual Assaults 02	2016 Crime Stats Thefts 100 Burglaries 40 Agg. Assaults 01 MV Thefts 14 Sexual Assaults 0	Academic Year

Auxiliary Services

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II. D.	Auxiliary Services	Department of Public Safety	Reduce the presence of alcohol, drugs and weapons on campus	2008 Arrest Statistics: Alcohol Violations = 4 Drug Violations = 13 Weapons Possession = 4	Implement breathalyzer machines and metal detectors at student events, use random K-9 inspections at residential areas, seminars and crime prevention programs	Crime statistics	<u>2011 Crime Stats</u> Thefts 125 Burglaries 72 Agg. Assaults 03 MV Thefts 11 Sexual Assaults 02	<u>2016 Crime Stats</u> Thefts 100 Burglaries 40 Agg. Assaults 01 MV Thefts 14 Sexual Assaults 0	Academic Year
V. B.	Auxiliary Services	Department of Public Safety	To improve service and reduce the number of complaints	Four complaints per semester	Conduct classes to re-educate staff on customer service	By the number of complaints	3 complaints	2 complaints	Academic Year

Auxiliary Services

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I. B.	Auxiliary Services	Health and Counseling	To achieve AAAHC Accreditation	Staffing currently meets approximately 1/2 of the requirements for accreditation	Fill all vacant positions (how many vacant positions do you have?) Conduct accreditation pre-evaluation	Staff recruited & hired Report from Pre-Eval Team	Recruit & hire LVN, IT Spec., Health Information Coordinator, Appt. Clerk/Receptionist Social Worker	All positions filled. Accreditation Process Complete	Fiscal Year
II. D.	Auxiliary Services	Health and Counseling	To enhance the department of Health Education and Health Promotion	Currently Health Education emphasis is via Alcohol & Other Drugs Programs, which has a staff of one. Health Promotion operates via the Panther PHD Project (Panthers Promoting Healthy Decisions)	1. Provide AOD Education and specialized classes	Class /Program evaluations	An established schedule for AOD classes	Increased staff Classes available weekly Prevention discussions in each building in the Village and UC at minimum quarterly How many classes do you intend to offer?	Fiscal Year

Auxiliary Services

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V. C.	Auxiliary Services	Health and Counseling	To maintain quality and control of information technology.	Currently there is one employee responsible for all aspects of the EMR/Medical System. The Health Information Coordinator's position is vacant	Hire IT Specialist Hire Health Information Coordinator	Measurement will be determined by completion of the task (two positions are filled)	Positions are filled	Paperless Operation	Fiscal Year
V. B.	Auxiliary Services	KPVU	Provide a work environment which supports and encourages growth and creativity	Public radio training is currently provided through management. Development Exchange, Inc. and the National Association of Broadcasters	Offer more trainings	Evaluations Student Surveys	Employees more knowledgeable and self reliant	Increase employee production in all facets of radio operations	Academic Year

Auxiliary Services

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II. E.	Auxiliary Services	KPVU	Provide a better listening experience for students, faculty and staff	147 current members	written publications visual presence website facebook/twitter	Internal Evaluation	Membership to increase to 154	Membership to exceed 200	Academic Year
VI. C.	Auxiliary Services	KPVU	Coordinate a marketing campaign to enhance community relationships, underwriting and sponsorship opportunities	Currently providing information via telephone, brochures, and written correspondence/proposals	More community outreach	Surveys	Billboards and mass mailings to 1,000 individuals and business	Several billboards and mailings to over 5,000 individuals and businesses	Academic Year
VI. C.	Auxiliary Services	Parking	Strengthen the communication methods regarding programs and policies for parking, transportation, and services	Currently we provide two methods to distribute information to parking and shuttle service customers Brochures Website	Revised parking and shuttle services handbook and standard operating procedures manual and brochures	Surveys Customer Comments	Revised parking brochures Revised web-sites	provide all new media types to strengthen our communication methods within five years such as radio spots and information provided in the university newspaper	Academic Year
VI. C.	Auxiliary Services	Parking	Continue developing leadership, management, diversity and customer service skills within the department	promote a culture of leadership within the department	provide additional customer service training for staff	Surveys Customer Comments	increase our customer service satisfaction by 25-30% within the year	Increase our customer service satisfaction by 35-45% within 5 years	Academic Year

Auxiliary Services

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II. D.	Auxiliary Services	Residential Life	Coordinate the illegal drugs and weapons inspection deterrent/program to reduce the presence of these items on campus		Coordinate the illegal drugs and weapons inspection deterrent program Building and floor meetings, seminars and staff trainings Coordinate the student conduct office to impose stronger sanctions concerning illegal drugs and weapons	Report stating illegal items found during searches	We intend to reduce the presence of illegal drugs and weapons in residential facilities by 10 to 15% within one year	We intend to reduce presence of illegal drugs and weapons in residential facilities by 20 to 35% within five years	Academic Year

Auxiliary Services

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II. D.	Auxiliary Services	Residential Life	Improve students knowledge of University Housing, fire safety, parking and health rules and regulations	one annual training/workshop provided to approximately 250 students. Information distributed to residents through monthly programs	Revise student handbook, Revise Standard Operation Manuals	Surveys	We intend to offer annual training and monthly programs on university housing, fire safety, parking and health rules and regulations	We intend to offer annual training and monthly programs on university housing, fire safety, parking and health rules and regulations	Academic Year

Auxiliary Services

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II. E.	Auxiliary Services	Residential Life	Provide professional programs that promote self-esteem and enhance the student living and learning experience	Currently residence life is required to provide at least one program per month. These programs are available to all on-campus students	Examine past program evaluations	Evaluations Student Surveys	three new programs within the year: Getting to know the campus Getting to know the administration Dealing with Homesickness	four new programs within five years: How to get along with your roommates Nutrition Relationships Non-Alcoholic Happy Hour	Academic Year
I. G.	School of Architecture		Maintain Accreditaion with the NAAB (National Architectural Accreditation Board)	SOA committee to work on 2012 report to be appointed in summer 2010	Curriculum update	Annual reviews of NAAB perspectives and criteria; mid-term and cycle review at end of 6 year term by NAAB	Draft report to be ready end of fall semester 2010	Final report due summer 2011	Academic Year
II. E.			Provide higher quality academic programs		1. Restructured courses 2. Add New Courses	Each course change/revision will be to meet NAAB requirements and/or industry input	SOA Curriculum committee review fall 2010	Full implementation after 2012 NAAB visit for accreditation	Academic Year
I. D.			Eliminate non-productive academic courses		3. Deletions courses				Academic Year
I. B.			Change our status to College of Architecture	Draft in progress		Approval of Board of Regents	Before PVAMU administration	Approval by TAMUS Board of Regents	Academic Year

School of Architecture

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I. B.			Obtain full status of accreditation for Construction Science program from ACCE (American Council for Construction Education)	In 'Candidate' status; self-study due this summer (2010)	Membership in ACCE and attendance at mid-year and annual meetings	Progress in preparing and submitting self-study report	Report to be completed and site visit scheduled	Full accreditation in 2012	Academic Year
II. E.			Place students in meaningful positions in architecture, construction science and related businesses (public and private)	Career Fairs each February Student resume and portfolio reviews Mock interviews and etiquette Field trips Workshops and conventions (AIA, TSA, AGC)	Educate Students for professional competence Graduate tracking of jobs; tracking of student internships and experiences internships; informal contact with representatives in the profession Exit Survey Faculty end of semester report Graduation Survey 3 and 5 years after graduation	All students contacted have been able to find suitable employment and respond with generally positive evaluation of program preparation Survey of presentations Survey of experiences Continue updating curriculum to reflect changes in the industry	Surveys since 2004 have been collected; data being entered and analyzed' Started fall 2008; continues annually	Annual Survey each semester	Academic Year

School of Architecture

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III. A.	School of Architecture		Strengthen faculty productivity, competence and standing	Web training on professional development Conferences (AIA, TSA, NOMAS, ACSA, Gulf Green Coast, TAMU Assessment, and others such as BIM) Assessment: participation by 3 directors on PVAMU Assessment Committee Faculty Senate Academic Council and Graduate Council Academic Standards Faculty Committees Tenure Standards Faculty Handbook Accreditation Team Members (NAAB and ACCE)	Annual administrative reviews of faculty Distribution to faculty Weekly design professors meeting	Current Faculty members are generally overloaded with teaching, advising. Faculty and students have participated in over ten externally. Attendance, participation and dissemination of information	Summary report at the end of Academic year	Each week	Each Semester

School of Architecture

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III. A.	School of Architecture		Promote applied and basic research	Conference participation Service Learning CURES TIHPC publication: Presentations and publications Sustainability: Changed Env. Systems II to address this topic Building Information Modeling (BIM): established new class topic to address the successor to CADD	National and international Participation in PVAMU identified tasks	Plan to increase faculty size to distribute the support workload (Cures) to enhance faculty research Applied research center created			FY11

School of Architecture

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I. F.	School of Architecture		Program Development	Conference participation Service Learning CURES TIHPC publication: Presentations and publications Sustainability: Changed Env. Systems II to address this topic Building Information Modeling (BIM): established new class topic to address the successor to CADD	National and international Participation in PVAMU identified tasks	Plan to increase faculty size to distribute the support workload (Cures) to enhance faculty research Applied research center created			FY11
I. F.	School of Architecture		Promote individual, programmatic and institutional leadership	Participation in student competitions Study abroad and travel Participation in university committees and councils Honor Society Student organizations	Annual Reviews of Faculty and student participation in external competitions and other activities	Perception of program quality is improving Initiatin of student design competition support by programs; continued improvement of computer intensive environment			FY11
II. C.	School of Architecture		Student Recruiting and Retention	Fall 2009: 24 Fall 2009: 40 Fall 2009: 284 Fall 2009: 58	1. Target local community colleges within 60 mile radius; 2; Scholarships; and 3; Public relations		Fall 2010: 25 (3%) Fall 2010: 41 (3%) Fall 2009: 293 (3%) Fall 2009: 60 (3%)		Annual

College of Arts and Sciences

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

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II. C.	College of Arts and Sciences	College of Arts and Sciences	Increase enrollment by 10% (185 students) in 5 years in Brailsford College of Arts and Sciences.	1300 enrolled in Spring 2010	High schools and community college visits. Partnerships with various high schools, and programs	# of students enrolled/ retained yearly. Graduation statistics	26 new students enrolled	130 new students enrolled	Academic year
I. F.	College of Arts and Sciences	College of Arts and Sciences	Enhance capacity for scholarly research and increase the amount of research funding in all units	Submitted grants = 8 Conference Presentations = 18 <u>Current Funding:</u> Math = \$700.000 Chemistry= \$1.3M Physics = \$2.3 M Languages and Communications = \$ 200.000 Total = \$4.5 Million	Increased funding support for conference attendance. Encourage collaborations with other institutions and colleagues More faculty development Release time for faculty (pending availability of funding) Encourage all faculty members to increase # of publications and research proposals/grants submitted	# of Conferences attended # of peer reviewed publications \$\$ Amount of funded research # of proposals submitted	No change	Increase funded research to \$5.3 Million Increase in refereed publications to 30 Increase in conference presentations to 30	Academic year

College of Arts and Sciences

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I. B.	College of Arts and Sciences	College of Arts and Sciences	Provide and enhance the quality of instructional programs in the Brailsford College of Arts and Sciences	SOWK review of program and preparation for onsite visit and Reaffirmation of accreditation in 2011. Music - Self study Chemistry - ACS Accredited Ongoing reviews of all programs and possible course proposals through University Academic and Graduate Councils.	Self studies and accreditations On-going program reviews	Review all assessment instruments in True Outcomes to determine progress Conduct annual reviews of program curriculum Status/results of SOWK program onsite visit and Music - Self study.	New course offerings Course proposals to University Council and THECB for approval = 5 (undergrad and graduate) Completion of MUSC self-study	Accreditation of all programs with accrediting agencies. This is applicable to only the following programs: Chemistry, Music, and Social Work. Other programs in the college do not require or have accreditation. Changes in the curriculum to reflect industry and THECB requirements	Academic year

College of Arts and Sciences

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II. E.	College of Arts and Sciences	College of Arts and Sciences	Integrate technology into Curriculum and facilitate innovative instructional methods in all degree programs	21 Certified Web-Instructors	Increase online course offerings train and certify more faculty to teach web based /enhanced courses	Review and assessment of Web based course offerings	4 additional Certified Web-Instructors	40 Certified Web-Instructors	Academic year

College of Arts and Sciences

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II. E.	College of Arts and Sciences	College of Arts and Sciences	Reduce student/faculty ratio in all courses	Large core classes of more than 100 students and lots of Faculty overloads.	Funds to hire more qualified faculty in all depts. specifically to teach core courses. Funds are requested, annually, by the Dean of the College to the Provost, to support the most current, projected enrollments in the applicable classes. This will allow for smaller class sizes which will allow for more faculty/student interaction which will lead to increased retention Reduced teaching load	Review enrollment in classes Review teaching loads	No increase in faculty hiring No reduction in class sizes	13 new faculty members Reduction in core class sizes to average of 35 to 40 students per course	Academic year

Army ROTC

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. C.	College of Arts and Sciences	Army ROTC	Recruit and retain cadets that demonstrate excellence as scholars, athletes, leaders; performance analysis from labs and LDAC attendance; training partnerships with sister ROTC programs	<p>Enrollment has increased every semester for the last four semesters. Will cap our enrollment at 100 cadets in an effort not to exceed manageable instruction ratios. Can you tell us what your current enrollment numbers are? 84 cadets</p> <p>16 cadets attend LDAC in the summer of 2009; all 16 graduated. 12 of 13 graduated LDAC in summer 2008. Anticipate 18 cadets attending LDAC summer 2010.</p> <p>we conduct a minimum of three combined training events each year with other ROTC programs</p>	<p>Maximize scholarship monies and benefits offered by military for effective recruitment; mentorship program; off-site training; leadership lab; training with sister programs. Use available Army resources to facilitate and enhance training</p> <p>Leader development; learned skills to manage people, resources, and money. Ethics, principles, and values - - appeal to a greater sense of purpose and service to county.</p> <p>Applicability and opportunities for life long learning and career. Not just a temporary job.</p>	<p>Leadership Development Process (LDP)- junior year/ LDAC prior to senior year/ Cadet Battalion leadership opportunities as senior cadets</p> <p>Demonstrated performance at LDAC and LTC. Progression through basic and advanced course of instruction</p> <p>Army accessions process. How many students select Active Duty, National Guard, or Reserves</p>	<p>Enrollment numbers and quality of students in ROTC will remain constant. An average of 85-95 cadets enrolled in the program</p> <p>Expect to meet commission mission requirements for the next 4-5 years What are your commission mission requirements? For SY 09/10 it's 10. For SY 10/11 it's 13</p> <p>No degradation in training opportunities. We will continue</p>	<p>Expect to maintain enrollment numbers. Placing emphasis on recruiting technical majors</p> <p>Expect to meet commission mission requirements for the next 4-5 years What are your commission mission requirements? between 10 - 13, depends on the SY</p> <p>No degradation in training opportunities. We will</p>	Semester

Army ROTC

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. E.	College of Arts and Sciences	Army ROTC	Capitalize on cadre experiences	<p>Within prescribed standard for ratio. What is that ratio? 1:20</p> <p>We are currently manned to 100% of authorized strength. How many professors/instructors do you have now? 6 of 6 instructors/faculty, and 4 of 4 staff for a total of 10 of 10</p> <p>Any reduction in manning may have an impact on certain classes if enrollment numbers remain at current level.</p>	<p>Classroom instruction</p> <p>Weekly leadership labs How many do you currently hold per week? 2 classes and 1 lab per week</p> <p>Leadership Training Course (LTC) How many do you currently offer? average of 3 per year</p> <p>joint training events with sister ROTC programs How many do you currently have? average 3 per year</p>	<p>Cadet performance at Leadership Development and Assessment Camp (LDAC); Junior/ Cadet Battalion leadership opportunities. Is training and instruction effective</p>	<p>Maintain authorized manning strength. 90% Need actual number 5 of 6 of cadre have combat experience which make training current and relevant. Continue to use Army Blackboard and other instructional materials</p>	<p>will continue to work with Army Human Resources Command to keep manning strength at 100%</p> <p>All current staff will rotate over the next five years.</p>	Semester

Department of Biology

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
I. F.	College of Arts and Sciences	Biology	Increase grant proposal submission	SMART Cancer Research Project-\$150,000-USDA Capacity Building Grant at PVAMU-\$180,000-USDA Export PEACE Project with M.D. Anderson-\$625,000NIH Ovarian Carcinogenesis-\$10,000-UMA Host Response to Bacterial Keratitis-\$10,000-UMA	Encourage faculty to participate in grant writing workshops, allow faculty release time and collaboration with other departments for interdisciplinary grant funding.	Number of grants submitted	1 faculty member has external and 3 have internal funding. By next year, two faculty members will have external funding.	Of the eight full time faculty members, three will have external grant funding for research.	2011-2015
I. B.	College of Arts and Sciences	Biology	Upgrade biology curriculum	As of fall 2009, four upper division biology courses were added (Biol 3124, Biol 3134, Biol 4012, Biol 4013)	Addition of ecology course as elective	Performance on ecology section of major fields tests and exit survey	Course will be offered by Fall 2011	Curriculum will be upgraded	2011-12, 2013-14
II. C.	College of Arts and Sciences	Biology	Research collaboration with the Math Department and the Math Department at TAMU	UBM grant was submitted with PVAMU Biology/Math and TAMU - Funds Pending- Undergraduates in Biology and Math(UBM)	Proposal submission was the strategy	Funding of the submitted proposal	Funds will be awarded over a five year period-\$378,451	Biology and Math will continue collaborations.	Fall (2010, 2013)
III A.	College of Arts and Sciences	Biology	Development of Microbiology/Cardiovascular Center & increase faculty and student research		Ensure continued funding by grant proposal writing.	Increase in number of faculty members seeking funds for cardiovascular and microbial research.	External funds will be secured and an increase in student research participation.	The Microbiology/Cardiovascular Center will be a recognized scientific research facility.	Fall (2010-2015)

Department of Biology

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

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III A.	College of Arts and Sciences	Biology	Enhancement of scholarly activity through participation with LSAMP (Louis Stokes Alliance for Minority Participation)	Of the eight faculty members, three faculty members have active student research projects funded through LSAMP.	Opportunities for students to present their research at national scientific conferences.	Of the seven student participants, none have submitted abstracts for presentation at national conferences. Number of students presenting abstracts for presentation at scientific conferences.	At least three of the seven LSAMP students will present at a national conference.	All student participants will present at national conferences.	Fall (2010, 2013)
II. E.	College of Arts and Sciences	Biology	Implement Annual Professional Career Fair	Fall 2004-Professional Career Fair. The career fair hosted over 15 professional schools and each school provided necessary information for our students to be successful in professional school. No previous data on student success with career fair.	Invitation to at least 30 professional schools to participate in Annual Professional Career Fair.	# of Participants	Professional Career Fair in fall 2010	Annual Professional Career Fairs will have occurred and will continue.	Fall (2010-2015)

Department of Chemistry

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

PVAMU Imperatives and Goals	Unit	Department	Goal / Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What action(s) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
I. F.	College of Arts and Sciences	Chemistry	Increase faculty research and scholarly activities	1. Faculty Publications 2009-10 = 5 2. Grants Received in 2009-10 = 5 for a total amount of > \$350,000.00 in 2009-2010	1. Create collaborative Research opportunities 2. Sponsor Faculty to attend Proposal development Workshops	1. Publication numbers 2. Conference Presentations 3. Grant Prop. Written, funded	1. 5 Publications/y 2. 5 Conference Presentations/y 3. 5 Grant Proposals written and Funded	1. 7 Publications/y 2. 6 Conference Presentations/y 3. 7 Grant Proposals written and funded	Academic Year

Department of Chemistry

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

PVAMU Imperatives and Goals	Unit	Department	Goal / Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What action(s) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. E.	College of Arts and Sciences	Chemistry	Increase number of students involved in research	Students Conference Presentations = 4 in 2009 The total number of students co-authored refereed publications 2009 =3	1. Provide support for student travel 2. Encourage each faculty member with funded grant to involve a minimum of two students in their research	# of student publications # of conferences students present at # of conferences students attend	conference presentation up by 20% =5 and students' co-authored publications=4	Conference presentation up by 100%=10 and student co-authored Publications up by 100%=6	Academic Year
II. C.	College of Arts and Sciences	Chemistry	Increase enrollment and retention in Chemistry	Fall 2009 enrollment in BS Prog. = 47 Fall 2009 enrollment in MS Prog.= 10 Spring 2010 enrollment in BS Prog.=41 Spring 2010 enrollment in MSProg. =10	1. High School Visitation by faculty to develop alliance 2. Department Scholarships 3. Expand summer programs for HS 4. Expand tutoring and SACS	# of High School Visited # HS Summer Research Students # Department Scholarships Club Activities	1. BS =48 2. MS = 10	BS= 58 (25%) MS= 13 (30%)	Academic Year
II. E.	College of Arts and Sciences	Chemistry	Improve laboratory innovation and modern instruction Pedagogy	None of the General Chemistry Teaching Laboratories Operates on Micro-scale technology. We still handle lots of chemical wastes	Set up one Gen. Chem. Lab each year to operate on Micro scale beginning Fall 2010.	# of labs using Vernier microscale Reduction in chemical usage	1 full functioning microscale lab	5 fully functional micro scale labs	Academic Year

Department of Language and Communications

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

PVAMU Goals #	Unit	Department	Goal / Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What action(s) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. E.	College of Arts and Sciences	Languages and Communications	Add courses through the UAC to enhance the quality of degree programs in Communications, English, and Spanish.	08-'10 Catalogs: 32 Courses in Communications 37 in English 15 in Speech 15 in Spanish 16 in MA English (115 Courses)	1) Examine current courses; 2) Align curriculum with TExES standards; 3) Examine course and program assessment data to determine needs; 4) Seek UAC approval for changes	1) # of UAC approved changes; 2) # of additional or deleted courses	5% increase in courses added through UAC approval to total 121 courses.	10% increase in courses added through UAC approval to total 127 courses.	Academic Year
I. F.	College of Arts and Sciences	Languages and Communications	Increase in scholarly research of T/TT faculty.	Average/18T/TT Faculty 7 Peer Reviewed Publications; 7 Conference Presentations 38 Publications; 38 Presentations	1) Faculty mentoring; 2) Increased support for conference presentation over purely faculty development activities	1) # peer reviewed publications; 2) # conference presentations	Average per T/TT Faculty: 44 Publications; 44 Presentations Per T/TT Faculty 8 Peer Reviewed Publications; 8 Presentations	Average per T/TT Faculty: 61 Publications; 61 Presentations Per T/TT Faculty 11 Peer Reviewed Publications; 11 Presentations	Academic Year

Department of Language and Communications

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

PVAMU Goals #	Unit	Department	Goal / Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What action(s) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. D.	College of Arts and Sciences	Languages and Communications	Increase enrollment in the department's programs.	236 in Communications 54 in English; 9 in Spanish; 8 MA English students enrolled. (307 Students)	1) Create mailer for area high school teachers; 2) Improve graduate website to increase program's visibility and desirability; 3) Increase faculty involvement in recruitment	1) # of Undergraduate Students; 2) # of MA Students enrolled.	305 Undergraduates; 10 MA students enrolled for Fall 2010.	327 Undergraduates; 17 MA students enrolled for Fall 2015.	Academic Year
II. C.	College of Arts and Sciences	Languages and Communications	Improve proficiency level of faculty trained in technology such as eCourses.	6 of 30 faculty are fully eCourse certified; 9 of 30 have had at least one level of eCourse training.	1) Add agenda item on need for eCourse training on meeting agenda; 2) Encourage mentoring by fully certified faculty and those with pending assessments.	1) # increase in eCourse certified faculty	1) 7 eCourse certified faculty.	1) 12 eCourse certified faculty (100% increase)	Academic Year
II. C.	College of Arts and Sciences	Languages and Communications	Improve faculty performance on yearly SOS forms. (Student Assessment Instrument)	AY2008 SOS Average is 4.08/5.0 (N=23); Peer Evaluation Average is 4.0/5.0 (N=12)	1) Hold faculty-student mixers; 2) Establish speaker's series to engage students and faculty in reading materials; 3) Standardize syllabi in all core curriculum courses; 4) Encourage stronger participation in faculty training opportunities; 5) Facilitate innovative instructional methods.	1) Average SOS scores across faculty in the department reported on yearly evaluation form; 2) Average Peer Evaluation scores across faculty.	SOS Average of 4.10/5.0; Peer Average of 4.1/5.0	SOS Average of 4.20/5.0; Peer Average of 4.25/5.0	Academic Year

Department of Language and Communications

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

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VI. C.	College of Arts and Sciences	Languages and Communications	Increase visibility of the department or programs through development of a stronger website.	AY2009 (October-February): 2,278 Unique Page View; 33 Second Time on Page Average; 42.31% Bounce Rate	1) Supplemental pay approval for faculty member to develop webpage.	1) # Unique Page Views	2, 323 Unique Page Views (2% increase)	2,506 Unique Page Views (10% increase)	Academic Year

Mathematics Department

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Corresponding PVAMU Goals #	Unit	Department	Goals/Expected Outcomes	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What action(s) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. C.	College of Arts and Sciences	Mathematics	1. Students will demonstrate basic mathematical computational skills and distinguish uses of concepts in calculus, linear algebra and differential equations.	<p>Pre-post test, final exam scores and grads in core courses indicate low performance in mid and upper level courses.</p> <p>75% taking ETS-MFT scored above the 40th percentile</p> <p>Performance does not match customer satisfaction</p>	<p>Integrate alternate assessment in courses, course sequences and programs</p> <p>Update UG Teaching Curriculum and Grad courses/sequences/programs.</p> <p>Curriculum reinforced course and learning objectives for multi-section courses to ensure student preparedness for mid and advanced level courses.</p> <p>Require learning portfolio's for majors</p> <p>Provide opportunities for synthesization of material encountered in 3 courses of calculus and apply it to new kinds of problems in advanced courses.</p> <p>Provide faculty guided</p>	<p>Pre-Post Test administered and common final exams for multi-section courses</p> <p>Data analysis of pre and post tests, grade analysis in follow-up courses</p> <p>Embedded Final Exam Q using materials from previous course in series Pre-Calculus to Differential Equations to apply techniques in new settings</p> <p>Frequent assessment, service excellence and attitudinal surveys</p>	<p>Significant growth with <.001. Pass rate 57, 73%, 56.14% respectively in 1124, 2024 and 2043</p>	<p>Student enrolled in prescribed courses w/N<331; N>350 on pre and post tests >75% w/grade C or better</p>	Academic Year

Mathematics Department

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

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III. D.	College of Arts and Sciences	Mathematics	Increase the funded research and scholarly projects of T/TT faculty members.	1 Proposals submitted, 1 Funded Proposals \$120,000, 2 Papers Presented, 10 Articles published 1 book Published.	Support faculty professional development, Submit research proposals for external funding. Listed on programs and conference proceedings. Submit article for publication, Present research at professional meeting and at a local colloquium.	# of funded proposal submitted , # of proposals granted, # of presentation at professional meetings. # of peer reviewed articles/books submitted for publication.	4 research proposals submitted. 2 Funded Proposals, 4 papers presented, 5 articles published and 2 books published.	15 research proposals submitted. 4 Funded proposals, 25 papers presented, 15 articles published, 3 books published.	Fiscal
II. D.	College of Arts and Sciences	Mathematics	3. Increase enrollment by 20% in 5 years.	Current enrollment: Fall 09 34 UG and 3 G (FT) and 10 G (FTE)	Attract pre-service teachers and enhanced Teaching program. See Math Recruitment and Retention Plan.	Initial enrollment + increase enrollment- graduation and drop-out.	35 UG enrollment 4 G (FT) and 11 (FTE)	40 UG enrollment and 5G (FT) and 13 G (FTE)	Fiscal

Mathematics Department

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II. C.	College of Arts and Sciences	Mathematics	4. Integrate technology into Curriculum and facilitate innovative instructional methods	Software packages Minitab is used in statistics courses. Maple is used in Calculus and Differential Equations.	Integrate technology in linear algebra, discrete mathematics and mathematical modeling courses.	Student Self Efficacy survey, embedded exams questions to measure students conceptual understanding and improved skills acquisition.	75 % of students enrolled satisfied with improved and indepth knowledge level. (Actual number depends on enrollment by semester)	90 % of students enrolled satisfied with improved and indepth knowledge level. (Actual number depends on enrollment by semester)	Fiscal
II. C.	College of Arts and Sciences	Mathematics	6. Reduce student/faculty ratio in all courses	New	Provide expertise for instruction and field experiences in Mathematics Teaching Program. Reduce class size of core courses. Hire Master Teachers to enhance instructional curriculum and to increase the number of graduate TA's.	The total number of faculty per total number of students in math classes.	Course development for master teachers. Provide training for graduate teaching assistants.	2 Master Teachers and 2 Full-time Grad Assistants	Fiscal

Department of Music and Drama

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

University Goal #	Unit	Department	Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What action(s) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
I.A	College of Arts and Sciences	Music and Drama	Conduct annual review of requirements to major in music or theatre	Reduce the number of course changes from 20+ to 5 or fewer per semester.	Have more frequent advisor trainings.	Count the number of course change requests each semester	No more than 5 course changes	0 to 2 course changes each semester	Semester
II.A	College of Arts and Sciences	Music and Drama	Reduce the number of course substitutions and/or independent study requests.	2-5 Course substitutions or Independent study requests annually.	Conduct Advisor trainings in degree requirements and student contact regarding class selection.	The number of Independent study and course substitution requests.	3 or fewer requests or substitutions.	Zero substitutions or Independent study requests.	Academic Year
II.B	College of Arts and Sciences	Music and Drama	Examine procedures related to department assessment practices.	The department conducts juries, placement tests, auditions, and recitals each semester.	Develop learning outcomes and rubrics for each assessment strategy.	Subjective assessment of student recitals and objective placement and proficiency tests.	50% of departmental assessments will be guided by rubrics and learning outcomes	100% of all assessments in performance and content courses will have rubrics and learning outcomes.	Academic Year
II. C.	College of Arts and Sciences	Music and Drama	Monitor equipment needs for all programs including repair, replacement, purchase recommendations.	Equipment for Music and theatre needs replacing and repairing.	Set an acquisition/priority table to repair and replace needed equipment.	Review the number of working equipment that needs no repair for the upcoming year.	50% not needing repair or replacement.	15% or less repairs needed.	Fiscal Year
II. C.	College of Arts and Sciences	Music and Drama	Maintain musical instrument inventory	Much inventory is outdated and needs replacing, especially computers.	Set an acquisition/priority table to replace needed equipment and add new up-to-date equipment.	Count the number of usable instruments, electronic equipment, and supplies.	50% improvement in possessions for the work of the department.	100% Improvement in possessions for the department.	Fiscal year.

Department of Music and Drama

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

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VI. C.	College of Arts and Sciences	Music and Drama	Continue development and expansion of various high quality performing ensembles.	Instrumental ensembles are still developing regarding personnel and performance ability.	Improve equipment and expand performance opportunities for all ensembles.	Number and location of ensemble performances. Year round schedule for all ensembles.	20% increase in off-campus performances,	50% increase in ensemble performances	Academic Year.
VI.C	College of Arts and Sciences	Music and Drama	Create appropriate on-line courses in music & theatre.	No Online courses offered.	Design all core courses to be offered online.	Actual implementation of online courses.	Two Core courses offered.	5 Core courses offered online.	Academic Year
VI.C	College of Arts and Sciences	Music and Drama	Upgrade the computer and piano labs.	Pianos are 10 years old, and computers are 8 years old.	Set aside funds each year for upgrading the labs.	Number of new computers and pianos	New Computers in the Lab	All New Pianos in the Lab.	Academic Year.
II. C.	College of Arts and Sciences	Music and Drama	Develop appropriate learning outcomes for all courses.	Learning outcomes are implemented in all content courses.	Work with performance faculty to implement learning outcomes in performance courses.	Assess music juries, proficiency tests, and recitals.	50% of performing ensembles and classes will have learning outcomes guided by rubrics.	100% of music and theatre courses will operate by learning outcomes.	Academic Year

Department of Music and Drama

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

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II. D.	College of Arts and Sciences	Music and Drama	Insure that all processes, procedures, policies, and practices are executed efficiently.	Departmental handbooks are in the revision stage.	Assign committees to complete all handbooks.	The state of the completed document	Completed handbooks	100% implementation of handbook provisions.	Academic Year
IV. D.	College of Arts and Sciences	Music and Drama	To increase the availability of scholarship funds	The Symphonic band raised \$2500.00 in 2009.	Develop an alumni newsletter to improve contacts with alumni and increase fundraising by the performing ensembles.	Dollar amount raised	\$5,000.00	\$10,000.00	Fiscal Year.
II. F.	College of Arts and Sciences	Music and Drama	Increase the number of students graduating in four years.	2 of 8 students graduated in 4 years in 2008. To graduate more than 75% of students in four years.	(1) Improve advising function. (2) Monitor academic progress more closely. (3) Increase scholarship support	Number of 4-year graduates	25%	75%	Academic Year
I.B	College of Arts and Sciences	Music and Drama	Attain NASM Accreditation	Not Accredited	Complete responses to NASM items	Successful Accreditation	Achieved	Reaccredited	Academic Year

Navy ROTC

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

PVAMU Goal	Unit	Department	Goal/Expected Outcome	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What action(s) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. C.	College of Arts and Sciences	Navy ROTC	Increase enrollment of NROTC midshipman to 120 students in 5 years	Current enrollment of 74 midshipmen with 17 technical majors, 49 non-technical majors and 8 nursing majors.	Increased recruiting effort to identify students interested in specific technical degree plans. Raising HBC scholarship requirements to screen students that have strong technical backgrounds for pursuit of technical degrees required by the U. S. Navy	Comparison of majors of incoming freshmen with rising juniors in the NROTC program to track progress of midshipment with technical degrees to determine success rate in meeting U.S. Navy technical degree goals.	Budget cuts and limitations on awarding scholarships will result in marginal growth in 1 year due to smaller incoming freshman class projected for Fall 2010. Scholarship limits are projected at 20 for Academic Year 2011 for PVAMU.	Growth over next five years will be dictated by number of scholarships authorized to incoming class. Overall goal is 25-30 per academic year.	Academic Year

Navy ROTC

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

PVAMU Goal	Unit	Department	Goal/Expected Outcome	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What action(s) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. E.	College of Arts and Sciences	Navy ROTC	Integrate Technology into curriculum and facilitate innovative instructional methods in NROTC department	Implementation of Skype and Lotus whiteboard applications to facilitate video teleconferences between Rice and PVAMU	Periodically improve software and hardware required for consistent video/audio feed required for distance instruction between Rice and PVAMU	Conduct research on newer more cost effective methods of distance learning tools to enhance current experience as well as regular network and hardware updates for the 6 University and 4 Navy computers on site. No cost estimate has been authorized by the U.S Navy to date as funding has not been identified for updates.	Limited by small U.S. Navy operating budget as well as Bandwidth of host networks. Expect to be operating at current or at the most, 15% above current level for the year due to lack of Navy funding for upgrades to PVAMU network. Current system allows for VTC between units but no interactive learning tools are currently available.	Implementation of new software and computers will improve quality of teaching and learning experience. In 5 years expect to be fully wired between Rice and PVAMU. This is dependent upon advances in network protocols and commercial networking software, and U.S. Navy funding for upgrades to distant learning suites. There are currently no Navy funds dedicated to	Academic year

Department of Physics

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

PVAMU Goal	Unit	Department	Goal/Expected Outcome	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What action(s) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. E.	College of Arts and Sciences	Physics	1. Continue to modernize the Physics Department laboratories.	All freshman and sophomore labs are adequately modernized. One more such lab is under preparation to accommodate increased class sizes. A senior lab for physical science is being planned.	Electric outlets are in place. Necessary computers will be ordered during summer.	Stage of completion with the set timelines.	Completed	Further improvements as needed.	Fiscal Year
II. E.	College of Arts and Sciences	Physics	2. Continue to monitor course offerings and program changes elsewhere to update our own offerings.	Ongoing offerings are continually assessed and modified based on feedback. Discussions are in place with Education and Engineering for collaborative course developments. Ongoing discussions within the BCLAS on inter- and multi-disciplinary courses	Ongoing dialogs.	Appropriate changes in course contents and dual listing of courses where appropriate	Partially completed. Course contents are under change.	Completed.	Academic year
III. D.	College of Arts and Sciences	Physics	3. Increase the size and number of research grants.	6 grants from NASA, NSF, TCMF and Gates Foundation.	Identify potential sponsors and increase the number of proposals submitted.	Number of proposals submitted more than the number per year between 2008-2010. Large scale proposals such as the NSF-MSP will be encouraged.	At least one large proposal submitted.	Average of one submitted proposal per year per faculty member. Acquired funding to increase to equivalent of 2 FTEs.	Fiscal year
I. F.	College of Arts and Sciences	Physics	4. Increase the number of publications.	Typical average of 1 publication per faculty member. One book published.	Encourage faculty to publish more with better evaluations and rearranging their course schedules to provide more time for scholarship.	Increase in percentage of publications.	Number of publications remain the same.	Number of publications to increase by 50%.	Academic year

Department of Physics

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

PVAMU Goal	Unit	Department	Goal/Expected Outcome	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What action(s) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. C.	College of Arts and Sciences	Physics	6. Increase the number of double majors in physics.	Currently 4 declared physics majors.	In the process of developing a marketing plan for recruitment along with continued visits to schools.	Increased responses of interest from students and counselors.	Increase the number by 50%.	Work towards having the number of majors at least two per faculty member.	Fiscal Year
II. B.	College of Arts and Sciences	Physics	7. Develop and implement articulation agreements with community colleges.	No specific MOU with the Physics Department.	Continue discussions with LSC Cy-Fair, HCC and Blinn.	Number of completed MOUs and agreed upon degree program alignments	1 MOU completed	3 MOUs completed	Fiscal year
VI. C.	College of Arts and Sciences	Physics	8. Continue to update departmental web site.	Functional and informative website. Need updates on several webpages.	Hired 3 students - 2 graduate and 1 undergraduate - to assist in information collection and web posting.	Comments and responses from surveys, and from Google Analytics WebTrends	Website fully updated.	Continued upgrades of website.	Fiscal year

Department of Social Work and Behavioral Sciences

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

PVAMU Goal	Unit	Department	Goal/Expected Outcome	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What action(s) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. D.	College of Arts and Sciences	Division of Social Work and Behavioral Sciences	Increase enrollment, retention and graduation figures for Div. majors	Enrollment: Hist (47), POSC (61) SOWK (153) SOCG (37-U; 15-G) Retention: Hist (41) POSC (58) SOWK (149) SOCG (27-U; 11-G) Graduation: Hist (4) POSC (12) SOWK (19) SOCG (5-U; 6-G) Enrollment and Retention figures are for fall '08 Graduation figures are for all 2008 ceremonies	Appoint a Division faculty member for Junior College relations/recruitment Establish a tutorial center Appoint a faculty member as "Chief Advisor and Mentoring Agent" Implement Service Learning in courses	Enrollment figures Retention Figures Graduation Figures # of visits to/from Junior colleges	Enrollment: HIST-52 POSC-70 SOWK-163 SOCG-U-40 SOCG-G-15 Retention HIST-45 POSC-63 SOWK-160 SOCG-U-25 SOCG-G-6 Graduation: HIST-5 POSC-15 SOWK-23 SOCG-U-8 SOCG-G-6	Enrollment: HIST-60 POSC-80 SOWK-175 SOCG-U-48 SOCG-G-18 Retention: HIST-50 POSC-68 SOWK-170 SOCG-U-30 SOCG-G-12 Graduation HIST-10 POSC-18 SOWK-30 SOCG-U-13 SOCG-G-8	Annually
II. E.	College of Arts and Sciences	Division of Social Work and Behavioral Sciences	Assess and/or evaluate both under-graduate and graduate programs	See the Form A-1's for each respective program in the Division: History, Political Science, social Work and Sociology	Each Program Assessment Plan contains numerous strategies to improve academic performance	Direct assessment measures Indirect assessment measures	50% achieved	100% achieved	Annually

Department of Social Work and Behavioral Sciences

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

PVAMU Goal	Unit	Department	Goal/Expected Outcome	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What action(s) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. E.	College of Arts and Sciences	Division of Social Work and Behavioral Sciences	Implement technology training for faculty to facilitate integration in the instructional process	24 faculty trained in using teach for advisement 12 faculty have been trained in Ecourses 0 entirely web-based courses developed	Establish a Technology Training Committee Install state-of-the-art technology in Woolfolk classrooms	# of faculty trained in and using in the classroom, advisement, etc.	22 trained advisement 14 trained Ecourses 14 web-assisted courses 2 web-based courses	24 trained advisement 20 trained Ecourses 20 web-assisted courses 5 web-based courses	Annually

College of Business
J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

PVAMU Goal	Unit	Department	Goal/Expected Outcome	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What action(s) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
I. E.	College of Business	College of Business	100% (40) Faculty would be Academically Qualified (AQ) or Professionally Qualified (PQ) by AACSB standards	About 90% (36 out of 40) full-time faculty are AQ or PQ	Continue the Summer Research grants Strengthen the mentoring Program for faculty not currently AQ/PQ Hire new faculty who are AQ or PQ	Intellectual Contributions Committee; SEDONA measures	About 92.5% (37 out of 40)	40 out of 40 (100%) of full-time faculty	Academic Year
II. C.	College of Business	College of Business	The MBA program will enroll 250 students	The program has 165 students	Launch the Weekend Masters of Accounting program in NW Houston campus in fall 2010	Enrollment statistics from Institutional Research	40	75	Academic Year
II. C.	College of Business	College of Business	The MSA program will enroll 175 students	The program has 35 students	Strengthen the Online MBA launched in Fall 2009	Enrollment statistics from Institutional Research	180	250	Academic Year
II. F.	College of Business	College of Business	Graduating Seniors on average will score at least 60% correct answers in MFT Business (all areas)	On average 35 out of 100 correct answers overall	Conduct an orientation before test Provide incentives for student to get their best effort Weighted MFT performance towards course grade in the Capstone course	MFT scores/reports	On average 50 out of 100 questions, overall	On average 60 out of 100 questions, overall	Academic Year

College of Business
J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

PVAMU Goal	Unit	Department	Goal/Expected Outcome	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What action(s) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. D.	College of Business	College of Business	At least 30 out of the expected 60 (50%) of the graduating seniors would have job offers (or admission to Grad school) at Graduation	About 18 out of expected 60 (30%) graduating seniors have offers (or admission to Grad School) on hand	Professional development mandatory course internships assistance with resume writing and interview skills	COB Placement survey	About 21 out of expected 60 (35%)	About 30 out of 60 (50%)	Academic Year

Business Affairs

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
IV. C.	Business Affairs	Budgets and Reconciliations	Monitor State Appropriation Funds, local accounts, General Ledger accounts, sub ledger, revenue projection account standing to the VPBA. Adjust balances at the GL where possible to eliminate deficits. Develop budget reports to support in the decision making process, monitor account balances, significant differences and changes within a given period. Assist the VPBA in bringing all accounts out of deficit status on a monthly basis.			Monthly Report to VPBA			Fiscal Year
IV. C.	Business Affairs	Budgets and Reconciliations	Develop and implement training for new administrators and assistants on budget monitoring, including how to properly assess carryover balances and revenue streams.			Number of training sessions Number of participants			Fiscal Year
IV. C.	Business Affairs	Budgets and Reconciliations	Enhance operations by migrating to an electronic routing and approval system giving individuals the ability to monitor and track documents electronically.	New measure	Implement the system	Reduction in man hours			Fiscal Year

Business Affairs

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
VI. E.	Business Affairs	Campus Planning and Space Management	Report on classroom and lab utilization to met THECB standard of 38 weekly hours for classrooms and 25 weekly hours for labs.	The weekly classroom rate increased from 30.94 hours in 2007 to 32.73 hours in 2008. The lab rate rose from 18.192 hours in 2007 to 19.72 hours in 2008.	The proper identification and coding of classrooms and labs, the consolidation of classes into the fewest rooms during weekends and the summer and the reduction of unnecessary labs helped improve our utilization rates.	The proper identification and coding of all space was entered into THECB's CBM 11 and 14 reports. <u>The average weekly use of all classroom and labs appears in the THECB 005 reports.</u>			

Business Affairs

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
V. B.	Business Affairs	Compliance	Assist the University in implementing corrective action for outstanding audit points and improve controls. To assist the University in its adherence to applicable laws, rules, and regulations.	Based on follow-up reviews and auditing reports it was determined that corrective action had been implemented and processes were improved.	The Compliance Office met with various Units that contained outstanding audit findings and assisted the departments through monitoring, reviewing of processes, and drafting procedures to ensure implementation of corrective action for audit findings.	Various follow-up reviews were conducted by Texas A&M University System Internal Auditing Department. The Compliance Office performs monitoring and routine spot reviews of various departments to ensure Unit's have continued to perform task that were implemented and processes are functioning as recommended.			Fiscal Year

Business Affairs

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
V. B.	Business Affairs	Environmental Health and Safety	Improve Hazardous Waste collection, storage and disposal procedures and training.	Records show attendance increased 25% in first half of 2009 compared to last couple years trends. Also reports of zero motor vehicle accidents in 2009 add to validity of training requirements.		Inspection reports of each site and reporting requirements to State.			Fiscal Year
V. B.	Business Affairs	Environmental Health and Safety	Improved Fire Drill knowledge and responses.	Decreased repeat required fire drills by 90% this past year	Increased drills and on site training	Fire Drill reports tracked by EHS Advisory Committee Fire Drill reports were used to determine number of repeat required fire drills. Reports showed very few repeat drills were required.			Fiscal Year

Business Affairs

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
V. B.	Business Affairs	Environmental Health and Safety	Increased Defensive Driver attendance. Improved driver skills, reduced accidents.		Increased advertisement of requirements to attend Defensive Driver Training. Plus created a new University Administrative Procedure on Defensive Driver Safety Program which should solidify the requirements and understanding of the Defensive Driver Program.	Defensive Driver completion rates tracked by EHS Advisory Committee			Fiscal Year
V. B.	Business Affairs	Financial Accounting and Reporting	Develop a new administrator training module.			Feedback surveys from attendees			Fiscal Year
V. B.	Business Affairs	Financial Accounting and Reporting	Develop a new chart of accounts that can be implemented with the next budget cycle. Ensure that all accounts are set up within 24 hours of receipt of an account profile form.			Throughout the planning process, VPBA will be kept abreast as to progress. Periodic meetings will be held by Asst. VP FARP and Director of Budgets & Reconciliations to seek guidance from VPBA and update here on the progress.			Fiscal Year

Business Affairs

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Business Affairs

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VI. C.	Business Affairs	Financial Accounting and Reporting	Upgrade departmental web pages		Web page will be reviewed quarterly				Fiscal Year
V. B.	Business Affairs	Institutional Research and Effectiveness	Enhance the skill sets of IR staff members		RIF plan developed to increase the Office's set of skills without incurring additional costs.				

Business Affairs

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
V. B.	Business Affairs	Institutional Research and Effectiveness	Decrease preparation time and increase report accuracy		Staff examination of variables needed for the Texas Higher Education Coordinating Board reports will be examined, with a focus on ensuring the easiest and most reliable avenue for the needed data.				

Business Affairs

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Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
V. B.	Business Affairs	Physical Plant	Meet the needs of PVAMU by monitoring and coordination employee records for Physical Plant		Update records of Physical Plant employee as pre requirement	Quarterly Report			Fiscal Year

Business Affairs

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

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VI. C.	Business Affairs	Web and Telephone Services	Site Builder Toolkit training (web services)			Quarterly Report			Fiscal Year
VI. C.	Business Affairs	Web and Telephone Services	Develop Facebook page, twitter account, and youtube channel			Quarterly Report			Fiscal Year

College of Education

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
I. C.	College of Education	College of Education	Candidates completing the program will be able to pass the content tests for state certification in their respective areas within the mandated time frame in the Assessment System for Educator Preparation in the State of Texas.	373 students pass the tests within a year of graduation	Prepare candidates for licensure exams and environment	Increase in passage rates	462 students pass licensure tests within one year of graduation	508 students pass licensure tests within one year of graduation	Academic Year
I. E.	College of Education	College of Education	Increase in the number of faculty peer reviewed publications; Increase the number of faculty conference presentations	Twelve peer reviewed publications; Sixteen conference presentations	Reduced academic load for research; financial support for conference presentations	Increase in # of publications and presentation	15 publications; 16 presentations	20 publications; 18 presentations	Academic Year
I. G.	College of Education	College of Education	Maintain TEA regional accreditation	100% - 15 degree programs	Continuous improvement	Addition of three degree programs	One degree program - MA Teaching	Two degree programs; PhD Kinesiology; PhD Counseling	Academic Year
II. C.	College of Education	College of Education	Implementation of collaborative relationships with area community colleges - Lone Star; Blinn; Houston, College of the Mainland	Collaborative Relationship established for on-line degree program in EC-6 with Lone Star	Increase programs with Blinn, Houston Community College	Percentage of MOU's completed	2	4	Academic Year
II. D.	College of Education	College of Education	Attract top 25% of candidates from state and region	Top 30%	Increase scholarships as a recruitment method	% of candidates from top 25%	250	350	Academic Year

College of Education

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
III. A.	College of Education	College of Education	Increase in grant applications; implementation of CEED center	Four Grant applications; CEED Center Conceptualized	Reduced academic load for research; financial support for grant applications	Increase in grant applications	8 grant applications: CEED Center established	12 grant applications; CEED Center funded	Academic Year
IV. D.	College of Education	College of Education	Increase availability of scholarships	15 students	Seek additional alumni and corporate support	Increase in funding	20	30	Academic Year
III. D.	College of Education	College of Education	Develop the Center for the Eradication of Educational Disparities as the research center for the college	Conceptualized	Secure funding	Completion time frame	CEED Center Establihed (framework)	\$50,000.00 grant secured to support the center	Academic Year
II. E.	College of Education	College of Education	Increase rigor by assuring that course content reflects the expectations of curricular content exhibited by Tier Six Universities	Program rigor exhibited in 10 of 15 programs	Continued alignment with state and national standards and accreditation requirements	Mapping and Alignment of Curriculum	12	15	Academic Year
II. F.	College of Education	College of Education	Increase in graduates entering doctoral programs	15 students	Hire Student Recruiter to recruit new candidates	Increase in candidates	18	36	Academic Year

College of Engineering

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
I. E.	College of Engineering	Chemical Engineering	Support professional development of faculty	Faculty are encouraged to participate in at least one professional development conference/workshop annually. Students are encouraged to participate in the CHEG and CoE professional organization activities.	Attract external funds at College and Departmental levels to support professional development activities. Provide departmental support for student professional organization activities.	Faculty attendance at various conferences, workshops, seminars, and professional organization activities.	Faculty participate in one or more professional development activities annually.	Faculty receive departmental and external support for one or more professional development activities annually.	Annually
I. G.	College of Engineering	Chemical Engineering	Improve the quality of student's learning by implementing continuous outcome based assessment.	The Chemical Engineering program is accredited by ABET. The last accreditation visit was in Fall 2004 and the program was accredited for six-years. The next accreditation visit is scheduled for Fall 2010.	Continue implementing outcome based assessment and continuous improvement process to enhance student learning.	Outcomes based course and program assessments; surveys from student, alumni, employers, and the Industry Advisory Council; ABET accreditation results.	Using Fall 2009 as a benchmark, in one year the CHEG program is projected to have undergone a successful ABET re-accreditation visit.	The CHEG program is expected to be re-accredited in Summer 2011 and will maintain its accreditation status.	Courses assessed each semester. Program assessment conducted annually. Surveys for the students will be conducted once a year and all other surveys are conducted every 3 years. ABET visit once every 6 years

College of Engineering

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)

II. C.	College of Engineering	Chemical Engineering	Increase student enrollment and improve the retention rate.	Currently, the Fall 2009 enrollment is 160 and the retention rate is unavailable.	Participate in University-wide recruitment activities; Utilize the student related resources provided by the College of Engineering Student Success Center; and participate in summer outreach programs. Promote transfer from 2-year and 4-year schools through customer-focused service.	Actual enrollment and retention rates obtained from the Office of Institutional Research.	184 students enrolled in the program	240 students enrolled in the program	Annually
III. D.	College of Engineering	Chemical Engineering	Increase funded research projects and quality research publications.	The CHEG Department received \$0.75M in external funds during 2008-09 academic year. The CHEG faculty published several articles and 1 book	Support faculty/staff development; encourage faculty participation in funding related workshops, seminars, etc. and collaboration on proposals; support College of Engineering initiatives to provide incentives to faculty who pursue research opportunities.	Funding received and scholarly works published.	The CHEG Department expects to receive \$0.8M in external funds and maintain or increase publications.	The CHEG Department expects to exceed \$1M in external funds while maintaining or increasing publications .	Annually
VI. C.	College of Engineering	Chemical Engineering	Support professional development of staff	staff are encouraged to participate in at least one professional development conference/workshop annually. Students are encouraged to participate in the CHEG and CoE professional organization activities.	Attract external funds at College and Departmental levels to support professional development activities. Provide departmental support for student professional organization activities.	Staff attendance at various conferences, workshops, seminars, and professional organization activities.	Staff participate in one or more professional development activities annually.	Staff receive departmental and external support for one or more professional development activities annually.	Annually

College of Engineering

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. E.	College of Engineering	Chemical Engineering	Acquire, maintain and utilize modern technology and facilities.	Currently, the CHEG Department has 20 computers which has state-of-the-art software (e.g., ASPEN/HYSYS, VISIO, MATLAB, etc) and 3 teaching laboratories under preparation for installation of all-new industry standard equipment, which is currently on hand. Currently our lab functionality is low at about 25%. Student	Bring new equipment online and use computer control features to develop remote as well as hands on operation. Use equipment fee funds to maintain state-of-the-art facilities.	Number of functional experiment stations and percent of lab functionality.	Increase lab functionality to 90% or better. Increase student satisfaction through, as measured through surveys and direct feedback. Can you give me a number of	Achieve and maintain 100% lab functionality. Attain high levels of student satisfaction.	Fiscal year
I. E.	College of Engineering	Civil and Environmental Engineering	Support professional development of faculty	Faculty are encouraged to participate in at least one professional development conference/workshop annually. Students are encouraged to participate in the CHEG and CoE professional organization activities.	Attract external funds at College and Departmental levels to support professional development activities. Provide departmental support for student professional organization activities.	Faculty attendance at various conferences, workshops, seminars, and professional organization activities.	Faculty participate in one or more professional development activities annually.	Faculty receive departmental and external support for one or more professional development activities annually.	Annually

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I. G.	College of Engineering	Civil and Environmental Engineering	Improve the quality of student's learning by implementing continuous outcome based assessment.	The Civil Engineering program is accredited by ABET. The last accreditation visit was in Fall 2004 and the program was accredited for six-years. The next accreditation visit is scheduled for Fall 2010.	Continue implementing outcome based assessment and continuous improvement process to enhance student learning.	ABET course and program assessments; surveys from student, alumni, employer, and the Industry Advisory Council; ABET accreditation.	Using Fall 2009 as a benchmark, in one year the CEE program is projected to have undergone a successful ABET re-accreditation visit.	The CE program is expected to be re-accredited in Summer 2011 and will maintain its accreditation status.	Courses assessed each semester. Program assessment conducted annually. Surveys for the students will be conducted once a year and all other surveys are conducted every 3 years. ABET visit once every 6 years
II. D.	College of Engineering	Civil and Environmental Engineering	Increase student enrollment and improve the retention rate.	Currently, the Fall 2009 enrollment is 86 and the retention rate is unavailable.	Participate in University-wide recruitment activities; Utilize the student related resources provided by the College of Engineering Student Success Center; and participate in summer outreach programs.	Actual enrollment and retention rates obtained from the Office of Institutional Research.	Increase enrollment by 15% and the retention rate by 5%.	Increase enrollment by 50% and the retention rate by 20%	Fiscal year

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V. B.	College of Engineering	Civil and Environmental Engineering	Support professional development of staff	staff are encouraged to participate in at least one professional development conference/workshop annually. Students are encouraged to participate in the CHEG and CoE professional organization activities.	Attract external funds at College and Departmental levels to support professional development activities. Provide departmental support for student professional organization activities.	Staff attendance at various conferences, workshops, seminars, and professional organization activities.	Staff participate in one or more professional development activities annually.	Staff receive departmental and external support for one or more professional development activities annually.	Annually
II. D.	College of Engineering	Civil and Environmental Engineering	Acquire, maintain and utilize modern technology and facilities.	Currently, the CEE Department has 18 computers which has state-of-the-art software (e.g., AUTOCAD, MicroStation, etc.) and 5	Use lab and equipment fees and generate external funds to acquire and maintain the state-of-the-art facilities.	New equipment/software/tools added to the existing facilities	Continue maintaining while simultaneously acquire	Continue maintaining while simultaneously acquire	Fiscal year

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II. E.	College of Engineering	Civil and Environmental Engineering	Acquire, maintain and utilize modern technology and facilities.	Currently, the CEE Department has 18 computers which has state-of-the-art software (e.g., AUTOCAD, MicroStation, etc) and 5 teaching laboratories with industry standard equipment..	Use lab and equipment fees and generate external funds to acquire and maintain the state-of-the-art facilities.	New equipment/software/tools added to the existing facilities.	Continue maintaining while simultaneously acquire emerging and state-of-the-art equipment/software/tools.	Continue maintaining while simultaneously acquire emerging and state-of-the-art equipment/software/tools. Additionally, develop the infrastructure so that undergraduates can engage in research.	Fiscal year

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I. G.	College of Engineering	Computer Science	Improve the quality of student's learning by implementing continuous outcome based assessment.	<p>The department has defined program outcomes and course measurement matrix to assess the program. Based on the outcomes and matrix, faculty submits the assessment report to the department at the end of the semester. The department uses this information to generate the entire program assessment report for the academic year.</p> <p>The program outcomes are required by the ABET.</p> <p>Computer Science Undergraduate Program just successfully went through the latest ABET accreditation process in Fall 2009 semester.</p>	<p>Assign outcomes to courses</p> <p>Measure performance in outcomes and compare to target</p> <p>Identify problems and suggest potential improvements</p> <p>Continue to use the Lockheed Martin funded Stonefront project to support our CS students development.</p>	<p>Outcomes defined for each course instructor collects students' assessment data through assignments, quizzes, and major examinations. instructor submits assessment report at semester end, including each student's performance and class average. The information includes class average score, percentage of students satisfying the pre-set threshold, problems/issues founded and feasible plans to address them, etc.</p>	<p>We project 2~3 outcomes are below the required score (75) in the AY 2010.</p>	<p>We project all the outcomes will meet the requirement five years from now.</p>	
II. D.	College of Engineering	Computer Science	Increase enrollment and retention rates	140 students enrolled	The department is developing a new CS undergraduate curriculum with a concentration in game design and implementation.	Number of students enrolled	As the enrollment increasing slowly, we expect to	As the IT market recovering slowly, we expect our	Semester

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III. D.	College of Engineering	Computer Science	Increase funded research projects and quality research publications	Currently, the CS department: has 9 full-time faculty members; has 4 faculty members having funded research uses about \$158,000 research funding to support students per year (StoreFront, NSF, DoE) publishes about 8 papers per year Five research labs have been established.	Support faculty members to participate academic conference and socialize with national-wide researchers. Assign faculty release time to conduct research activities. Encourage faculty to submit more proposals for external funding. Obtain advanced equipment and software to build better research environment.	We will use the following parameters to measure this strategy: 1) The number of papers published per year and number of presentations at conferences 2) The number of proposals submitted per year 3) The number of proposals funded per year 4) the total dollar amount external	We predict the following achievement in the AY 2010: 1) Number of faculty members with funded project: 5 2) Number of funded projects: 6 3) Dollar amount received: about \$600,000 4) Number of papers published: 10	We predict the following achievement five years from now: 1) Number of faculty members with funded project: 7 2) Number of funded projects: 7 3) Dollar amount received yearly: about \$900,000 4) Number of papers	Academic Year

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II. E.	College of Engineering	Computer Science	Acquire, maintain, and utilize modern technology and facilities.	Just received a brand new IBM BladeCenter and established a new Cloud Computing and Simulation laboratory.	By following the new technology, continue to work with companies, such as IBM and others, to get software and equipment donation. Update the computers and software in all the computer labs every three year. Purchase teaching and research required software systems. The systems analyst is responsible to maintain the classroom and labs.	The dollar amount invested to purchase/update equipment and software	1) About \$80,000 is used to update computers and software, and maintain the teaching labs. 2) About \$170,000 from research funding and laboratory maintenance funding will be used to upgrade and purchase new software and equipment.	1) About \$80,000 is used to update computers and software, and maintain the teaching labs. 2) About \$200,000 from research funding and laboratory maintenance funding will be used to upgrade and purchase new software and equipment.	Academic Year
I. E.	College of Engineering	Electrical and Computer Engineering	Support professional development of faculty	Faculty are encouraged to participate in at least one professional development conference/workshop annually. Students are encouraged to participate in the CHEG and CoE professional organization activities.	Attract external funds at College and Departmental levels to support professional development activities. Provide departmental support for student professional organization activities.	Faculty attendance at various conferences, workshops, seminars, and professional organization activities.	Faculty participate in one or more professional development activities annually.	Faculty receive departmental and external support for one or more professional development activities annually.	Annually

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I. G.	College of Engineering	Electrical and Computer Engineering	Improve the quality of student's learning by implementing continuous outcome based assessment.	Electrical Engineering Program is accredited by ABET. However, Computer Engineering is not accredited. Accreditation visit will take place in fall 2010	(i) Implement outcome-based assessment embedded in program courses, (ii) identify areas that need improvement; (iii) implement improvement plans	(i) Direct assessment of program outcomes by faculty; (ii) Indirect assessment of program outcomes through surveys.	The research expenditures for the ECE Dept. are approximately \$2.3M. 15 funded grants Average research expenditures per faculty member are \$143,750.	(i) Computer Engineering program will be accredited; (ii) Electrical Engineering program will be accredited.	Yearly

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II. D.	College of Engineering	Electrical and Computer Engineering	Increase student enrollment and improve the retention rate.	(i) The ECE student enrollments during fall 2009 semester are: 121 (BS_CPE) 188 (BS_EE) 11 (MSEE) 10 (EEdPhD)	(i) Actively recruit both undergraduate and graduate students (ii) provide summer programs to middle and high school students (iii) offer self-improvement programs to high school teachers and counselors (iv) provide supplemental instructions and mentoring to undergraduate students to improve retention through the Engr. Success Center.	(i) The fall enrollment numbers for all ECE programs (ii) the number of summer programs offered to K-12 students; and (iii) number of programs offered to high school teachers and counselors	(i) The ECE student enrollments during fall 2010 semester are estimated to be: 131 (BS_CPE) 203 (BS_EE) 12 (MSEE) 11 (EEdPhD)	(i) The ECE student enrollments in five years are estimated to increase to be about: 1157 (BS_CPE), 244 (BS_EE) 15 (MSEE) 14 (EEdPhD)	Yearly

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III. D.	College of Engineering	Electrical and Computer Engineering	Increase funded research projects and quality research publications.	(i) The research expenditure for the ECE Dept.is about \$2.3 Million; (ii) Average yearly research expenditure is about \$160,000; (iii) (ii) Average yearly publication of faculty is 2.2 papers,books and book chapters.	(i) Identify research opportunities; (ii) write major (million dollar) research proposals; (iii) Increase the number of ECE faculty; (iv) write more papers for publication.	(i) The total amount of funded projects in the Dept.; (ii) the total number of papers, books and book chapters published.	(i) The total amount of funded projects will increase to \$2.45 Million; (ii) the average number of publications by faculty will increase to 2.4.	(i) The total number of faculty in ECE Dept. will increase by 2; (ii) the total research expenditure will be over \$3.5 Million.	Yearly
V. B.	College of Engineering	Electrical and Computer Engineering	Support professional development of staff	staff are encouraged to participate in at least one professional development conference/workshopannually. Students are encouraged to participate in the CHEG and CoE professional organization activities.	Attract external funds at College and Departmental levels to support professional development activities. Provide departmental support for student professional organization activities.	Staff attendance at various conferences, workshops, seminars, and professional organization activities.	Staff participate in one or more professional development activities annually.	Staff receive departmental and external support for one or more professional development activities annually.	Annually

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II. E.	College of Engineering	Electrical and Computer Engineering	Acquire, maintain and utilize modern technology and facilities.	(i) The total amount of equipment and instruments purchased during the 2008-2009 academic year was \$16,550	(i) Use equipment access fee to acquire, maintain equipment for laboratories; (ii) Write proposals for equipment purchase.	Amount spent on equipment Amount of student access fees spent on labs and equipment Number of proposals written and funded to be used for lab equipment purchases	(i) The total dollar amount of new equipment purchased will exceed \$20,000	(i) The total dollar amount of new equipment purchased will exceed \$30,000	Yearly
I. E.	College of Engineering	Engineering	Support professional development of faculty	Support for faculty training of accreditation conference/workshops. Support for selected faculty/staff/students for professional development.	Attract external findings at College and Departmental levels for training purposes; and use of research IDC incentive funds.	Obtain sufficient funds for faculty/staff/students professional development.	All faculty and staff receive adequate professional development for teaching purpose; 80% faculty receive training for research purpose; 50% percentage of students receive professional training.	All faculty and staff receive adequate professional development for teaching purpose; 90% faculty receive training for research purpose; 70% percentage of students receive professional training.	Every year.

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I. G.	College of Engineering	Engineering	Improve the quality of student's learning by implementing continuous outcome based assessment.	All UG programs except Computer Engineering are accredited by ABET. Computer Engineering is a new program established in 2003; and will have its first ABET visit in the Fall 2010.	Implementing outcome based assessment and continuously improve the quality of teaching and student learning environment.	ABET assessment reports for courses and program; course binders, student survey, employer survey.	All UG programs in the College receive and maintain ABET accreditation.	All UG programs in the College receive and maintain ABET accreditation.	program assessment once a year; ABET visit once every six years.
II. C.	College of Engineering	Engineering	Increase student enrollment and improve the retention rate.	College enrollment was 1,112 for the fall 2009 semester.	Active recruitment; Student Success Center; Summer Programs.	Opinion survey; retention rate for controlled groups, such as summer program students.	Enrollment to be 1,167.	Enrollment to be 1,387.	Every year.
III. D.	College of Engineering	Engineering	Increase funded research projects and quality research publications.	The College received \$7.4M external funded projects during 2008-09 academic year.	Support for faculty/staff development; coordinate funding events; provide incentives to faculty who works on projects.	Feedback by departments and faculty.	The College received \$8M external funded projects.	The College received \$10M external funded projects.	Every year.

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V. B.	College of Engineering	Engineering	Support professional development of staff	Support for faculty training of accreditation conference/workshops. Support for selected faculty/staff/students for professional development.	Attract external funding at College and Departmental levels for training purposes; and use of research IDC incentive funds.	Obtain sufficient funds for faculty/staff/students professional development.	All faculty and staff receive adequate professional development for teaching purpose; 80% faculty receive training for research purpose; 50% percentage of students receive professional training.	All faculty and staff receive adequate professional development for teaching purpose; 90% faculty receive training for research purpose; 70% percentage of students receive professional training.	Every year.
II. E.	College of Engineering	Engineering	Acquire, maintain and utilize modern technology and facilities.	Upgrade classrooms in every departments; upgrade laboratories with available funding.	Use of course fees; attract external funding; use of research IDC incentive funds; and provide technician support.	Obtain sufficient funds for facility modernization; and maintain the facility in proper condition.	All faculty obtains sufficient modern facility for teaching purpose; and 80% faculty obtains sufficient modern facility for research.	All faculty obtains sufficient modern facility for teaching purpose; and 90% faculty obtains sufficient modern facility for research.	Every year.

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II. E.	College of Engineering	Engineering	An ability of using advanced mathematical skills applicable for the student's selected research topics in a specific field of chemical, civil, environmental, or mechanical engineering.	The acceptable performance level was set at 80 out of 100. Most students met the target in the two review cycles in year 2007 and 2008 respectively.	Based on a student's study field and selected research topics, the academic advisor requests the student to take between two and four courses in applied mathematics in engineering. To meet this leaning outcome, at least 80% of the students successfully achieve 80% or higher performance level in the advisor designated subjects.	Final exam of Eng Analysis I class was used to test the students' ability to formulate engineering problems into advanced mathematics equations and solve these equations including Legendre's equation, hypergeometric equation, Bessel's equation, eigen values, eigenvector, Maxwell's equations and nonlinear partial differential equations.			

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II. C.	College of Engineering	Engineering Technology	Increase student enrollment and improve the retention rate.	Total enrollment = 141 This represents an increase of 23 students in 2008-2009	Engineering Technology Department complements the College's recruitment efforts by visiting various high schools along with senior students & keeps record of enrollment and retention. Help students to avail various facilities and programs within the college for their success.	Opinion survey retention rate for controlled groups such as summer program students.	Enrollment to be about 148 or more.	Enrollment to be about 176 or more.	Semester
III. A.	College of Engineering	Engineering Technology	Support professional development of faculty, staff, and students	Support for faculty training for accreditation conference/workshops. Supported the attendance of faculty and students at conferences to present papers	Required goal/objective on annual performance review.	Keep record of all conferences and trainings attended. Review with faculty and staff during annual evaluations.	All faculty and staff receive adequate professional development for teaching purposes; 80% faculty receive training for research purpose; 50% percentage of students receive professional training.	All faculty and staff receive adequate professional development for teaching purpose; 90% faculty receive training for research purpose; 70% percentage of students receive professional training.	Semester

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V. G.	College of Engineering	Engineering Technology	Increase funded research projects and quality research publications.	Research funding in Department increased by over \$200,000.00 for the 2008-2009 Can you give me the \$ amount of research funding?	Support for faculty/staff development coordinate funding events provide incentives to faculty who works on projects.	# of proposals funded \$ amounts # of pblications # of presentation at conferences	Yearly increase of about \$50,000.00 or more.	increase of about \$250,000.00 over the previous 5 years.	Semester
II. E.	College of Engineering	Engineering Technology	Improve the quality of student's learning by implementing continuous outcome based assessment.	Both programs (CPET and ELET) have and maintain ABET Accreditation	Assign outcomes to courses Measure performance in outcomes and compare to target Identify problems and suggest potential improvements Implement improvements in the next cycle	ABET assessment reports for courses and program; course binders, student survey, employer survey.	CPET & ELET programs in the Department receive and maintain ABET accreditation. Can you tell me which programs you anticipate to be accredited within 1 year?	All CPET & ELET programs in the Department receive and maintain ABET accreditation. Can you tell me which programs you anticipate to be accredited within 1 year?	Semester

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II. E.	College of Engineering	Engineering Technology	Acquire, maintain and utilize modern technology and facilities	Updated labs and classrooms with facilities and computers allowing students and faculties to deliver presentations for the lectures and perform experiments and research.	Upgrade labs and classrooms every 2 - 4 years	Obtain sufficient funds for facility modernization; and maintain the facility in proper condition.	All faculty obtains sufficient modern facility for teaching purpose;and 8 out of 10 faculty obtains sufficient modern facility for research.	All faculty obtains sufficient modern facility for teaching purpose;and 9 out of 10 faculty obtains sufficient modern facility for research.	Semester
I. E.	College of Engineering	Mechanical Engineering	Support professional development of faculty	Faculty are encouraged to participate in at least one professional development conference/workshop annually. Students are encouraged to participate in the CHEG and CoE professional organization activities.	Attract external funds at College and Departmental levels to support professional development activities. Provide departmental support for student professional organization activities.	Faculty attendance at various conferences, workshops, seminars, and professional organization activities.	Faculty participate in one or more professional development activities annually.	Faculty receive departmental and external support for one or more professional development activities annually.	Annually

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I. G.	College of Engineering	Mechanical Engineering	Improve the quality of student's learning by implementing continuous outcome based assessment.	The Mechanical engineering department uses the RGPCOE continuous assessment process to assess its program educational objectives and its student learning outcomes. The Fall 2009 assessment data indicated weaknesses in for of the eleven outcomes, namely application of mathematics and science (69% versus target of 75%) design of experiments (73% versus target of 75%) engineering design (69% versus target of 75%) and solving engineering problems (63% versus target of 75%).	Implementing outcome based assessment to continuously improve the quality of teaching and student learning environment. For the direct assessment, the faculty develops assignments (tests, quizzes, homework) with embedded questions specifically to measure the eleven outcomes. For the indirect measure, students provide perception of their abilities in the outcomes	Embedded Tests/quizzes , design projects and reports, laboratory work and reports, ABET assessment reports for courses and program; course binders, student survey, employer survey.	70% of students (estimated to be 150 students) maintain or exceed the expected average of 75% in each outcome. The mechanical engineering programs to maintain ABET accreditation.	70% of students (estimated to be 210 students) maintain or exceed the expected average of 75% in each outcome. The mechanical engineering programs to maintain ABET accreditation.	Program assessment once a year; ABET visit once every six years.

College of Engineering

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II. C.	College of Engineering	Mechanical Engineering	Increase student enrollment and improve the retention rate.	2008-09 year, 19.5% increase in enrollment , Fall 2009 ME student population=214	Assist with recruitment at high schools and community colleges, and provide recruitment materials to college representative for recruitment activities. Enrollment data, graduation rate data from the registrar's office recruitment activities reports will used to assess	Enrollment data, graduation rate data from the registrar's office recruitment activities reports will used to assess this outcome to ensure continuity of program by	Increase in enrollment ≥11 (or ≥ 5%) ME student population ≥ 225	Increase in enrollment ≥86 students ME student population ≥ 300	Academic year

College of Engineering

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
III. D.	College of Engineering	Mechanical Engineering	Increase funded research projects and quality research publications.	2008-09 year, 8 faculty with research and publications \$1.2 Million in research Avg. funding=\$150K/faculty Avg. publications=1.5/faculty	To ensure that the faculty in the program are active in research and publication, each faculty develops research proposal for funded research. The department evaluates the research funds and publications for each faculty for this outcome as well as the total for the department.	Compilation of the total amounts of research funds and publications in refereed journals using Data from OSP, Research Foundation, and TEES	Number of faculty with research and publications≥8 Total research funding in department≥1.4 Million/year Avg. funding≥\$150K/faculty Avg. publications≥1.5/faculty	Number of faculty with research and publications≥9 Total research funding in department≥1.5 Million/year Avg. funding≥\$150K/faculty Avg. publications≥1.5/faculty	Academic year
V. B.	College of Engineering	Mechanical Engineering	Support professional development of staff	staff are encouraged to participate in at least one professional development conference/workshop annually. Students are encouraged to participate in the CHEG and CoE professional organization activities.	Attract external funds at College and Departmental levels to support professional development activities. Provide departmental support for student professional organization activities.	Staff attendance at various conferences, workshops, seminars, and professional organization activities.	Staff participate in one or more professional development activities annually.	Staff receive departmental and external support for one or more professional development activities annually.	Annually

College of Engineering

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Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. E.	College of Engineering	Mechanical Engineering	Acquire, maintain and utilize modern technology and facilities	2008-09 year: Acquired \$250,000 worth of new lab equipment, acquired classroom performance system for student engagement, began training faculty on CPS system	Funds generated from laboratory and computer usage fees will be used maintain and acquire equipment and modern etching tools for instruction in the department	Amount spent on maintenance, expenditures for new equipment, annual evaluation of working conditions of all equipment, extent of the use of modern tool by faculty in instruction.	Develop laboratory manuals for all the new instruments acquired in the Fall 2009-spring 2010 semesters. Train at least 5 faculty on the use of the newly acquired class room performance system (CPS); introduce the use of the CPS system in selected classes.	Develop laboratory manuals for all the new instruments acquired in the Fall 2009-spring 2010 semesters. Train all faculty on the use of the newly acquired class room performance system (CPS); Use of the CPS system in at least 50% of classes.	Academic Year
II. F.	College of Engineering	Mechanical Engineering	Produce graduates who will successfully pursue graduate or advanced professional degrees and continuing professional development.	2007-08year, 54 alumni surveyed, % of alumni who have applied to graduate schools or pursued other degree or professional program =43%, Target expected=30%	By improving the quality of student's learning through continuous outcome based assessment.	Alumni and employer Surveys used. % of alumni who graduated 3 to 5 years and have applied to graduate schools or pursued other degree or professional program are determined through survey and results used to determine the success of this outcome.	No assessment next year	Achieve ≥60 alumni responses % of alumni who have applied to graduate school or pursued other degree or professional program ≥ 30%	Once every 3 years

College of Engineering

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. G.	College of Engineering	Mechanical Engineering	Produce graduates who will advance their careers through increasing levels of responsibilities and leadership	2007-08year, 54 alumni surveyed, number of alumni in leadership positions= 36 (or 67%), Target expected= 32 alumni (or 60%)	By engaging students in leadership activities in professional organization, in project and class groups, by guest lectures to improve students' leadership abilities	To monitor and assess how successful our alumni who graduated 3 to 5 years are in advancing into leadership positions as a measure of success of the ME program using alumni survey	No assessment next year	Achieve ≥60 alumni responses Number of alumni in leadership positions ≥36 out of 60 (or ≥ 60%)	Once every 3 years

College of Engineering

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. G.	College of Engineering	Mechanical Engineering	Produce graduates who will have successful careers in mechanical engineering and related fields	2007-08 year, 54 alumni surveyed, Alumni gainfully employed on the average 2.9 years out of the past 3.3 years (88% of the time) since graduation & 41 out of the 54 responding alumni have had career advancements., Target expected= 38 alumni (or 70%)	By continuously monitoring modern tools and techniques used in the industry and incorporating these in the curriculum to give an edge to our graduates and hence make them successful in practice.	Use of Alumni and employer Surveys Questions designed to assess this objective % time gainfully employed & career advancement since graduation are used to monitor and assess the success of alumni who graduated 3 to 5 years ago as a measure of success of the ME program	No assessment next year	Achieve ≥60 alumni responses % of alumni who have applied to graduate school or pursued other degree or professional program ≥ 30%	Once every 3 years

College of Nursing

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
I. F.	College of Nursing	Academic Operations	To broaden the appointment of faculty whose credentials and experience are congruent with the mission, goals, and program expansion of the College..	Thirty-three per cent of the faculty (n=20, 33%) hold doctoral degrees; n= 40, 66% have a master's degree in nursing and a third of those are engaged in doctoral study. Three doctoral faculty have announced their intent to retire and the end of fiscal year 2010. The representation of the faculty are full-time and part-time appointments.	Increase the percentage of faculty with doctoral preparation to 66% to support the offering of the Ph.D. in Nursing program and to replace the doctoral faculty who are retiring. The latter is necessary to ensure stability and effectiveness of the baccalaureate and master's programs. Submit to administration approval for reorganization of the faculty to support the expansion of the Ph.D. in Nursing Program.	Number of faculty hired	n=5 minimum new Ph.D. faculty appointments by September 1, 2010.	n=20 minimum new Ph.D. faculty appointments by September 1, 2015.	Annual, Spring Semester
II. C.	College of Nursing	Academic Operations	To expand the offerings of study for undergraduate and graduate degrees in nursing to coincide with the <i>Texas Health Plan, Closing the Gap</i> , and <i>TAMUS Integrative Plan</i> , lessening the disparities in health outcomes in Texas.	Six degree pathways (3 BSN; 3 MSN) established; 3 post-master's certifications established between 2005 to 2008. Establish a Ph.D. in Nursing by 2011. Spring 2010 enrollment n=467 undergraduate BSN students; n=117 graduate master's students (totaling n=584 students enrolled at the Houston Center).	Increase the diversity of students enrolled across programs through recruitment and support from nursing alumni, university admissions, and other community efforts.	Enrollment numbers	Projecting constant enrollment of 600 students: n=65, 11% Hispanics; n=35, 6% Anglos; n=100, 17% Asians and Pacific Islanders.	Diversity in enrollment is projected: n=120, 20% Hispanics; n=90, 15% Anglos; n=72, 12% Asians and Pacific Islanders.	Annual, Spring Semester

College of Nursing

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
III. D	College of Nursing	Academic Operations	To establish a Center for Research on Simulation Technology Pedagogy that will support the core of the Ph.D. Nursing Program.	Concept Paper for a Center for Research and Faculty Development was submitted to the TAMUS Board of Regents in 2004. The Faculty Practice Plan component has generated participation by the faculty who are nurse practitioners.	Submit Concept Paper to establish Research Center to TAMUS by summer 2010.	Approval by TAMUS. Attainment of external funding to support research on Simulation Technology Pedagogy; lessening health disparities; and evidenced-based nursing education and practice.	Five (10%) of the faculty engaged in research activities through receipt of external funds.	Twenty, 40% of the faculty engaged in research.	Annual, Spring Semester
II. E	College of Nursing	Academic Operations	To support the participation of students in shared governance and the enhancement of the campus climate.	Office of Admission and Student Services established in January 2009. Student Advisory Council re-established in Fall 2009; meetings twice a semester with excellent attendance.	Student Advisory Council participation in planning the agenda twice a semester. Offer meetings via video-conference to support distance education students.	Minutes of Student Advisory Council. Results of <i>Student Services Satisfaction Survey, 68% satisfaction with nursing program; 85% satisfaction of graduation; 95% satisfied post graduation.</i>	12% (n=56) increase in student satisfaction annually.	Student Services Satisfaction Survey, 68% (n=318) satisfaction with the nursing program.	Annual, Spring Semester

College of Juvenile Justice & Psychology

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number)	Strategies (What actions) are you going to take to achieve this	How are you going to measure this strategy?	Where do you project your progress towards	Where do you project your progress towards	Report Cycle (FY or AY)
I. B.	College of Juvenile Justice & Psychology		Obtain Accreditation for the Clinical Adolescent Psychology Doctoral Degree Program	In process of obtaining external reviewers to provide expert opinion. Admitted fifth doctoral student cohort, Fall 2009; first cohort completed internship, finishing dissertations; second cohort currently completing internship & dissertations. Have full complement of doctoral faculty with clinical psychology	Continue to recruit & admit qualified students for the program; continue to mentor current students toward successfully completing program requirements.	Number of students receiving doctoral degrees.	First & second cohorts will have completed degrees.	Will be accredited	Academic Year
I. B.	College of Juvenile Justice & Psychology		Obtain Accreditation of the Juvenile Justice Doctoral Degree Program	Obtain Academy of Criminal Justice Science (ACJS) CERTIFICATION in degree programs. Pay institutional membership fee and submit letter of intent to ACJS.	The Department has 12 months from the application date to complete a self-study and provide necessary documentation. A committee will be selected to lead this	Completion of self-study documentation.	Payment of membership fees and submission of letter of intent. Certification	ACJS certification is projected for all degree programs within 5 years starting	Academic year once application letter is submitted. We

College of Juvenile Justice & Psychology

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. E.	College of Juvenile Justice & Psychology		Increase knowledge of court and correction system practices	Provide courses and class embedded assessment. Six courses, listed below are now taught (*=required): Court Syst. & Practice (CRJS 2613)*, Criminal Law I (CRJS 3623)*, Criminal Procedure (CRJS 2643), Evidence Law (CRJS 2663), Criminal Law II (CRJS 3633), Const. Rights of the Accused (CRJS 4653)	Course instruction and use of the mock courtroom	Major Field Test, Number of students registering for elective courses, Can you think of any other ways to measure this?	Continue to schedule the Major Field Test, offered annually in the spring to seniors.	Within five years use results for program/degree assessment.	Annually, summer semester
II. E.	College of Juvenile Justice & Psychology		Increase knowledge of criminal justice theories	Provide courses and class embedded assessment. Six courses, listed below are presently offered (*=required): Criminology (CRJS 4923)*, Juvenile Gangs (CRJS 2723)*, Foundations of Juvenile Justice (JJUS 5123)*, Juvenile Offenders & Youth Gangs (JJUS 7673), Theories of Crime & Delinquency (JJUS 7773)*, Adv. Sem. in Crime & Delinq. Theory (JJUS 7873)*	Course instruction and embedded classroom assessment, Major Field Test, Master's Comprehensive Examination, Doctoral Comprehensive Examination, Master's Thesis, Doctoral Dissertation.	Major Field Test, Pass rate in Master's Comprehensive Examination, Doctoral Comprehensive Examination, Master's Thesis, and Doctoral Dissertation.	Major Field test is offered in the spring to seniors, All other measures are offered every semester	Increase course offerings in sequence according to degree plan.	Academic year

College of Juvenile Justice & Psychology

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

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I. F.	College of Juvenile Justice & Psychology		Maintain attendance and presentation at conferences. Maintain publications by students, faculty and staff	Faculty and students participate in conferences and workshops as presenters, session chairs, and panel hosts. In 2009 published 19 refereed journal articles, one book, six book chapters; 11 encyclopedia entries, and six book reviews. Students actively engage with faculty as research assistants and are included on publications.	Align classroom courses with students research interest and encourage research in these areas. Students working with faculty have opportunity to engage in cutting edge research. Encourage students to have at least one publication by the end of their course of study. Provide opportunities for students to be more involved in research in the Juvenile Crime Prevention Center.	Number of presentations and publications completed by both faculty and students; number of students with publications by the conclusion of their course of study; number of students actively engaged in meaningful research in the Juvenile Crime Prevention Center.	Continued participation by both students and faculty at conferences and workshops. Maintain the level of publications per year (refereed journal articles; book chapters; book reviews; books and encyclopedia entries) by students, faculty and staff. At least five students engaging in research in the JCPC	Continued participation at conferences and workshops by both students and faculty. Maintain the level of publications per year by students, faculty and staff. At least 10 students actively engaging in meaningful research in the Juvenile Crime Prevention center	Academic and Fiscal Year.

Office of Student Affairs and Institutional Relations

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

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V. B.	Student Affairs and Institutional Relations	All Faiths Chappel	Maintenance of qualified staff to ensure the quality and effectiveness of JPAFC programs and services	Improving the quality of the staff. Additional computer training courses.	Collaborate with the Texas A&M System Universities and Agencies through participation in the annual TAMUS Student Affairs Symposium	This strategy will be measured by the Annual Evaluation.	projection after one year will be an increase 10% of proficiency in the area.	Projection after five years would be around 20% of proficiency.	Annually
II. E.	Student Affairs and Institutional Relations	All Faiths Chappel	Administration of programs and services which foster spiritual growth and diversity awareness of interested students.	Presently, we have promoted and implemented a new program for students interest. The program is call O.F.F. which means Outreach through Fellowship and Faith.	Provide time and space for additional faiths to participate with the engagement process.	Attendance Record and Roster of participants and Minutes.	Projection after one year will be an increase of 5%.	Projection after five years will be an increase of 10-15%	Semester
II. G.	Student Affairs and Institutional Relations	Career Services	Implement activities which promote career development	Administered career fairs (technical, non-technical, graduate school and government agencies) to connect increased numbers of students to employers.	Co-sponsored activities with student organizations to include resume writing, leadership training, networking socials and workshops with company representatives for freshmen to graduate students.	Participation rates in pre-employment activities.	Participation will increase by 5%	Projection after five years will be an increase of 15%	Semester

Office of Student Affairs and Institutional Relations

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II. G.	Student Affairs and Institutional Relations	Career Services	Increase placement rate of all PVAMU graduates.	Currently there are 1629 students registered with Career Services	Establish the Career Services Apprentice Program where students will encourage other students to register with Career Services	This strategy will be measured by the number of students registered and the number of times student access NACElink for job search purposes including registering for the career fair and scheduling on-campus interviews	Projection after one year will be an increase of 5%	Projection after five years will be an increase of 20%	Semester
II. G.	Student Affairs and Institutional Relations	Career Services	Increase relationships with employers and external constituencies related to career opportunities.	Business Industry Cluster was reactivated.	Administer programs through the University Business/Industry Cluster	Meeting minutes/agenda. No. Of programs. Cluster membership roster.	Increase by 1	Increase by 4	Annually

Office of Student Affairs and Institutional Relations

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

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II. E	Student Affairs and Institutional Relations	Diagnostic and Disability Services	Provision of advocacy and support services	Currently, DS provide a 3 station computer lab, diagnostic testing, secondary advising, financial aid assistance and reactive campus and community linkages with a 87% customer service rating.	Multiple: See J-2 1-7	Student Satisfaction Survey	92% customer service rating.	96% customer service rating.	Academic Year
II. E	Student Affairs and Institutional Relations	Diagnostic and Disability Services	Provision of awareness materials of Disability procedural safeguards.	Currently, the office maintains a website and program handbook with a 87% customer service rating.	Multiple: See J-2 1 thru 3	Student Satisfaction Survey	92% customer service rating.	96% customer service rating.	Academic Year
II. E	Student Affairs and Institutional Relations	Diagnostic and Disability Services	Provision of letters of accommodations w/ 20 days from intake.	Currently, the office provides letters within the legal 30 day limit.	Multiple: See J-2 1 thru 4.	Audit records and student files.	Letters w/ 20 days of intake	Letters w/ 15 days of intake	Academic Year

Office of Student Affairs and Institutional Relations

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

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VI. A.	Student Affairs and Institutional Relations	Government Affairs	Monitor the interest of the university in federal, state, and local gov and comm activities.	Currently, appropriations are down 5% over the last 2 years.	Multiple, See J-I, 1,2,3,4&5.	Comparative analysis of what was requested vs what was received.	60% restoration of lost appropriations	5% increase over current binneum	Binneum

Office of Student Affairs and Institutional Relations

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VI. A.	Student Affairs and Institutional Relations	Public Relations	Enhance our ongoing advertising campaign and increase distribution of press releases and media advisories to media outlets	The University appears in about 20-25 media outlets per week; depending on university happenings.	Develop and Experts Guide for PVAMU to highlight our faculty and their research interests as a resource for local, regional, or national media. Developing an advertising campaign for PVAMU targeting the NW corridor residents. Organize and execute a media day on campus to inform local media of current happenings and events at PVAMU.	newspapers, television, radio, web, etc.; including stories in the 10 markets in the nation	PVAMU will be mentioned 30-35 times per month.	PVAMU will be mentioned 45-50 times per month.	Annually
VI. A.	Student Affairs and Institutional Relations	Public Relations	Developed graphic and printing standards to present a cohesive image of the University's materials which has evolved into visual identity guidelines.		Work with departments to develop Style & Graphics Standards for PVAMU. This incorporates web guidelines, logo usage, design guidelines and printing standards. The Office of Procurement developed guidelines to limit the number of contracted designers allowed to develop PVAMU marketing materials.	Qualitative/narrative data from stakeholders concerning communications aimed at increasing visibility and awareness of the University is positive and supports the listed goal.	35-50 percent of departments will adhere to guidelines	all university departments will adhere to guidelines	Annually

Office of Student Affairs and Institutional Relations

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VI. C.	Student Affairs and Institutional Relations	Recreational and Intramural Sports	Improve customer service rating of Intramural staff.	Currently, the unit has a customer service rating of 84%	Multiple, See J-2. 1,2,&3.	J-2: Customer Service Survey	90% satisfaction rate	95% satisfaction rate.	Annually
II. E.	Student Affairs and Institutional Relations	Recreational and Intramural Sports	Increase attendance at co-curricular programs on food and nutrition.	Currently, there is one co-curricular linkage w/ Ag & Nat. Resources (Co-op Ext.)	Multiple, See J-2 1,2,3,&4	J-2; No. of linkages; No. of participants.	2 co-curricular linkages	4 co-curricular linkages	Annually

Office of Student Affairs and Institutional Relations

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II. D.	Student Affairs and Institutional Relations	Special/Cultural Programs	Offer programs that emphasize the elimination of illegal use, high-risk behavior, harmful use and related violence.	The office has offered at least 27 programs	Multiple: See J-2 1-4	Qualitative Surveys, student Impact Statements and Number of Programs.	In one year, increase number to 28 and increase satisfaction by 5%.	Increase program number to 30 and increase satisfaction by 5%	Annually
II. E.	Student Affairs and Institutional Relations	Special/Cultural Programs	Establish the Panther Ambassadors Organization.	Currently, the office is working with a pilot group.	Multiple: See J-2 1-4	The establishment of the organization.	Establishment of the organization.	Continuation.	Annually
V. B.	Student Affairs and Institutional Relations	Student Activities and Leadership	Maintenance of qualified staff to ensure quality and effectiveness of Student Activities and Leadership programs and services.	Four staff members attended the annual National Association for Campus Activities (NACA) Convention; three staff members occupy volunteer positions with NACA	Multiple: See J-2 1 thru 3	Travel reports; after trip impact statements	Fund professional development conference for Cheerleader/Panther Doll adviser	All staff to have a professional development experience away from campus.	Annually
II. E.	Student Affairs and Institutional Relations	Student Activities and Leadership	To conduct and or coordinate at least 20 programs which enhance campus life and student leadership development.	Currently OSAL offers at least 20 programs to enhance campus life.	Multiple: See J-2 1 thru 3	Satisfaction Survey and Participation Rates	To increase number of programs to 22.	To increase number of programs to 28.	Annually

Office of Student Affairs and Institutional Relations

J. The Future - Goals, Strategies, Assessment and Projected Outcomes for One and Five Year Periods

Prairie View Goal # (your goal links to)	Unit	Department	Goal Expected Outcome (What do you want to achieve or improve?)	Where do you stand now? (give specific data, i.e., if your goal is to increase enrollment tell us the number of students that are currently enrolled)	Strategies (What actions) are you going to take to achieve this goal?)	How are you going to measure this strategy?	Where do you project your progress towards this goal to be in one year?	Where do you project your progress towards this goal to be in five years?	Report Cycle (FY or AY)
II. E.	Student Affairs and Institutional Relations	Volunteer Services	Ensure that every student has the opportunity to participate and learn from a service-learning experience prior to graduation.	There are presently 16 courses identified by the Volunteer Services Office that utilize Service-Learning as a component	See Multiples J-1, 1-9	1. Number of student and course participants. 2. Student impact/reflection statement	10 % increase in courses in one year.	20 % increase in 5 years.	Annually