

**Fairmount College of Liberal Arts and Sciences**  
**Accountability and Planning Matrix**  
**Fiscal Year 2007**

**a. Students**

**i. Excellence**

**Goal:** Promote student excellence through opportunities for, and acknowledgment of, outstanding academic and extracurricular achievements.

**Actions Plans:**

Develop departmental honors criteria.  
Encourage departmental recognition to honor outstanding students each spring.  
Promote departmental teaching awards for outstanding GTAs.  
Maintain the inclusion of student accomplishments in LAS newsletter and other college publicity.

**Evaluation:**

Annually assess action plans and goals and revise as necessary.

**Decisions FY 2007:**

Maintained the inclusion of student accomplishments in LAS newsletter and other college publicity.  
Maintained FY 2005 plan.

**Decisions FY 2005:**

Some departmental honors criteria developed.  
Maintained the inclusion of student accomplishments in LAS newsletter and other college publicity.  
Modified FY 2003 plan.

**Decisions FY 2003:**

Maintained the inclusion of student accomplishments in LAS newsletter and other college publicity.  
Modified 2002 plan.

**Decisions FY 2002:**

No changes were made to the 2001 plan.

**ii. Intellectual Exploration**

**Goal:** Provide opportunities for students to participate in research or creative activities.

**Action plans:**

- Promote the use and increase of external funding for both undergraduate and graduate research.
- Promote student participation in the annual graduate and undergraduate research forums.
- Add one or more programs to the college that complement the college mission.

**Evaluations:**

- Monitor external funding for graduate student research and creative activities.
- Monitor outside funds raised by college.
- Assess action plans and goals and revise as necessary.

**Decisions FY 2007:**

- Maintained FY 2005 plan.

**Decisions FY 2005:**

- Modified FY 2003 plan.

**Decisions FY 2003:**

- Modified 2002 plan.

**Decisions FY 2002:**

- Modified 2001 plan.

**iii. Enhance Learning**

**Goal:** Create an intellectual environment that maximizes student learning.

**Action Plans:**

- Encourage a liberal arts and sciences education that develops transferable analytical skills—the capacity to gather and interpret information, think critically and communicate effectively—and stimulates a lifelong love of learning that enriches graduates and their communities.
- Implement assessment plans for LAS programs.
- Encourage development of capstone courses or experiences where appropriate.
- Seek accreditation for computer science and clinical psychology PhD programs.
- Maintain accreditation in master of public administration, bachelor of social work, master of social work and human factors psychology PhD program.
- Seek KSDE licensure for speech/theatre and journalism secondary education programs.
- Promote development of certificate programs.
- Partner with Cooperative Education to expand opportunities for service learning and academically grounded internships.

Increase/develop study abroad experiences and participation in the National Student Exchange program (especially outside of the Midwest region)

Create a technological environment that facilitates student learning.

**Evaluations:**

Monitor institutional reports of student participation in National Student Exchange, Study Abroad, Cooperative Education and service learning programs..

Monitor departmental/program assessment activities.

Assess action plans and goals and revise as necessary.

**Decisions FY 2007:**

Implemented system for reporting departmental program assessment.

Established college assessment committee.

Achieved accreditation for clinical psychology PhD program.

Created certificate program in Medieval and Renaissance Literature.

Developed and implemented bachelor of science degree in forensic science.

Maintained FY 2005 plan.

**Decisions FY 2005:**

Implemented a system for revising departmental/program assessment plans.

Disseminated college mission through various media and policies.

Obtained accreditation for MSW and Human Factors Psychology PhD program, and re-accreditation for BSW.

Funded accreditation process for clinical psychology PhD program.

Obtained licensure from KSDE for eleven teacher education programs.

Certificate program in public administration. (Need exact title)

Developed new study abroad courses.

Invested \$400,000 in instructional technology and equipment.

Modified FY 2003 plan.

**Decisions FY 2003:**

Obtained accreditation for MPA program

Funded accreditation process for master's and bachelors programs in social work.

Modified 2002 plan.

**Decisions FY 2002:**

Funded accreditation process for psychology, social work and Master of Public Administration programs.

Modified 2001 plan.

#### **iv. Support**

**Goal:** Increase financial support for students.

**Action plans:**

Partner with the Foundation to increase scholarships and fellowships for both full- and part-time students.

Disseminate information about University, College and department scholarships.

Maintain scholarship applications on the LAS Web site.

Maintain information in the college office about other sources of aid.

**Evaluations:**

Monitor amount awarded through scholarship and fellowships.

Assess action plans and goals and revise as necessary.

**Decisions FY 2007:**

Awarded \$286,737.25 in student scholarships in FY 2006.

Updated and posted college scholarship criteria to university Web site.

Instituted policy whereby students sign an agreement acknowledging their scholarship responsibilities.

Maintained FY 2005 plan.

**Decisions FY 2005:**

Awarded \$202, 220 of student scholarships in FY 2005.

Awarded \$199, 295 of student scholarships in FY 2004.

Disseminated information about University, College and department scholarships.

Maintained scholarship applications on the LAS Web site.

Maintained information in the college office about other sources of aid.

Modified FY 2003 plan.

**Decisions FY 2003:**

No changes were made to the 2002 plan.

**Decisions FY 2002:**

Made university scholarship application available through college Web page.

Modified 2001 plan.

#### **v. Retain**

**Goal:** Improve first year retention and 6-year graduation rates.

**Action Plans:**

- Expand faculty awareness and use of Early Alert program.
- Partner with Academic and Student Affairs to identify possible college related causes for student attrition.
- Encourage new students to develop education goals and timetables by the end of their first year.
- Maintain professional development/training for faculty and staff with advising responsibilities.
- Continue availability of success courses to all new students with fewer than 30 credits hours.
- Develop intervention strategies for students on probation.
- Encourage enhancement of Supplemental Instruction.
- Increase student awareness of college academic support services (e.g., Writing Lab, Math Lab, LASAC, Logic Clinic, Language Lab.)

**Evaluations:**

- Partner with Institutional Research to monitor Fairmount College retention data.
- Monitor student use of college academic support services.
- Assess action plans and goals and revise as necessary.

**Decisions FY 2007:**

- Maintained FY 2005 plan.

**Decisions FY 2005**

- Required students to declare a major by the end of 48 credit hours.
- Required students to complete Basic Skills requirements within first 48 hours.
- Provided funding for LAS faculty fellows in LASAC.
- Integrated Early Alert into SOS system.
- Modified FY 2003 plan.

**Decisions FY 2003:**

- Modified 2002 plan.

**Decisions FY 2002:**

- Develop goals and action plans for transfer student retention and measuring transfer student success.
- Expanded Early Alert Program to include more classes.
- Eliminated Freshman Connection/First Year Experience program.
- Required LASI 101, Introduction to the University, for all students on probation.
- Modified FY 2001 plan.

## **vi. Recruit**

**Goal:** Recruit broadly diverse and academically capable students.

**Goal:** Target enrollments of 75,000 SCH for the fall term, 70,000 SCH for the spring term, 15,000 SCH for the summer term.

### **Action Plans:**

Partner with University Admissions in recruitment efforts.

Enhance contacts with regional high schools through Concurrent Enrollment program.

Publicize appropriate summer classes for K-12 teachers.

Continue high school outreach projects: Kansas Junior Academy of Science, Science Olympiad, History Day, Kansas Student Press Association, French Immersion Day, etc.

Maintain LAS and LASAC Web site with current information and updates.

Continue to provide support for departmental/program brochures.

### **Evaluations:**

Monitor SCH data.

Partner with Institutional Research to monitor diversity and academic capabilities of recruited students.

Assess action plans and goals and revise as necessary.

### **Decisions FY 2007:**

Maintained support of high school outreach projects.

Expanded Concurrent Enrollment program and established Rising Star scholarships.

Expanded course offerings at west campus.

Partnered with academic advisors at community colleges to facilitate student transfers to WSU.

Successfully partnered with University Admissions to disperse \$100,000 in recruitment scholarships.

Maintained FY 2005 plan.

### **Decision FY 2005**

Maintained support of high school outreach projects.

Expanded Concurrent Enrollment program.

Successfully partnered with University Admissions.

Modified FY 2003 plan.

### **Decision FY 2003:**

Modified 2002 plan.

**Decisions FY 2002:**

Developed spring and summer SCH targets.

Promoted certificate programs to campus and community.

Hired Co-Op student to redesign college Web page.

Funded History Day, Science Olympiad, French Immersion Week and Kansas  
Writing Project.

Modified FY 2001 plan.

## **b. Faculty**

### **i. Excellence**

**Goal:** Promote and recognize faculty excellence.

**Action Plans:**

Support faculty sabbatical applications.

Partner with Foundation to promote the faculty component of the “We Are Wichita State” campaign.

Annually recognize faculty excellence with the Barrier award.

Nominate College faculty for University awards for excellence in teaching, research, young faculty scholar, community research and distinguished service.

Regularly collect and disseminate information about faculty honors, awards and excellence.

Partner with University Library to promote Shocker Scholarship Festival.

**Evaluation:**

Monitor contributions to the faculty component of the “We Are Wichita State” campaign.

Assess action plans and goals and revise as necessary.

**Decisions FY 2007:**

Named first professors of distinction in the History and Philosophy of Science and in Business History.

Obtained funding to establish distinguished chair in strategic communication.

Maintained FY 2005 plan.

**Decisions FY 2005:**

Conferred Barrier teaching award.

Partnered with University Libraries to list all faculty publications for the Shocker Scholar celebration.

Supported sabbatical applications.

College faculty received young faculty scholar, community research, teaching and distinguished service awards.

Collected and disseminated information about faculty excellence through the College newsletter, Web site, faculty meetings and news releases.

Modified FY 2003 plan.

**Decisions FY 2003:**

Developed social sciences colloquium series.

Obtained initial funding for a professor of distinction in the history of science.

**Decision FY 2002:**

No changes were made to the 2001 plan.

**ii. Intellectual Exploration**

**Goal:** Encourage research and creative activity in the college.

**Action Plans:**

Continue to award summer fellowships.

Partner with ORA to support grant proposals by College faculty.

Continue to share grant release resources with departments.

Designate concentrations of research or creative expertise in targeted areas that complement the college mission. (e.g. Bio-Science Initiative)

Encourage development of inter-disciplinary research teams.

**Evaluations:**

Monitor grant activity.

Monitor outcomes of college supported summer fellowships.

Assess action plans and goals and revise as necessary.

**Decisions FY 2007:**

Provided college resources to enhance grant funding success.

Supported flexible teaching schedules to promote intellectual exploration.

Maintained FY 2005 plan.

**Decisions FY 2005:**

Developed college research-related overload and buyout guidelines.

Collected summer fellowship outcome reports.

Modified FY 2003 plan.

**Decision FY 2003:**

Achieved target.

Maintain external funding support at \$10 million.

**Decision FY 2002:**

Increased target for external fund support to \$10 million for FY 2002.

**iii. Enhance Learning**

**Goal:** Support faculty efforts to enhance learning in their subject areas and pedagogies.

**Action Plans:**

- Maintain current level of support for faculty travel and professional development.
- Maintain current level of support for faculty training in new teaching technologies and curriculum development.

**Evaluations:**

- Monitor funding for faculty travel and development.
- Assess action plans and goals and revise as necessary.

**Decisions FY 2007:**

- Provided college funding for conferences held on campus (e.g., Kansas Academy of Sciences, Office of Women in Higher Education).
- Maintained FY 2005 plan.

**Decisions FY 2005:**

- Increased level and amount of faculty support for travel and professional development.
- Modified FY 2003 plan.

**Decisions FY 2003:**

- No changes were made to the 2002 plan.

**Decision FY 2002:**

- Modified the FY 2001 plan.

**iv. Support**

**Goal:** Provide technological support that facilitates faculty accomplishment.

**Action Plans:**

- Maintain current level of technical support and training for faculty.

**Evaluations:**

- Monitor funding for technological support.
- Annually assess action plans and goals and revise as necessary.

**Decisions FY 2007:**

- Enhanced college server capabilities.
- Provided ongoing technical support to college units (e.g., backup systems).
- Supported Banner training for staff (e.g., student module, finance module).
- Provided on-going technology training for Banner systems for faculty and chairs.
- Maintained FY 2005 plan.

**Decisions FY 2005:**

Hired Director of Technology for LAS.  
Established College technology committee.  
Established guidelines for technology upgrades.  
Deployed computer virus protection server.  
Modified FY 2003 plan.

**Decisions FY 2003:**

Hired additional technical support staff.  
Increased funding available for travel.  
Successfully increased private fundraising for faculty development.  
Increased Foundation fundraising target for college.  
Provided funding for technology.  
Modified 2002 plan.

**Decisions FY 2002:**

Increased foundation fundraising target for college.  
Provided funding for technology.  
Modified the FY 2001 plan.

**v. Retain**

**Goal:** Enhance College systems for professional achievement and satisfaction.

**Action Plans:**

Maintain new faculty workshops and tenure and promotion workshops.  
Increase GTA and RA support for faculty teaching and research.

**Goal:** Seek competitive salaries for faculty members.

**Action Plans:**

Maintain comparative salary data.  
Maintain equity analysis of salaries.  
Examine salary compression issues.  
Use informal exit interview information to develop salary considerations.

**Evaluations:**

Monitor level of GTA and RA support.  
Monitor faculty salaries.  
Assess action plans and goals and revise as necessary.

**Decisions FY 2007:**

Established new workshop "Promotion to Professor".  
Provided funding for chairs to attend national workshops.  
Maintained FY 2005 plan.

**Decisions FY 2005:**

Created New Faculty workshops.  
Continued Tenure and Promotion workshops.  
Implemented all college social.  
Compiled comparative salary data.  
Modified FY 2003 plan.

**Decisions FY 2003:**

Upgraded 20 percent of faculty computers.  
Provided tenure and promotion, teaching technology, assessment and program review workshops for faculty.  
Modified 2002 plan.

**Decision FY 2002:**

Develop a plan to systematically replace computers for faculty.

**vi. Recruit**

**Goal:** Employ an effective recruiting process to attract talented and diverse faculty for the purpose of promoting equal employment opportunities.

**Action Plans:**

Advertise positions with a screening date, but accept applications until the position is filled.  
Maintain availability of funding for research start-up costs, moving expenses and computers for newly hired tenured and probationary faculty.  
Partner with Foundation to promote the faculty component of the “We Are Wichita State” campaign.  
Maintain faculty recruitment activities at professional conferences.  
Provide applicants with information about diverse community resources.

**Evaluation:**

Monitor Equal Employment Opportunity status of recruited faculty.  
Monitor tenure and promotion rates for recruited faculty.  
Assess action plans and goals and revise as necessary.

**Decisions FY 2007:**

Maintained FY 2005 plan.

**Decisions FY 2005:**

Placed advertisements with rolling deadlines.  
Maintained funding for research start-up costs, moving expenses and computers.  
Supported faculty recruitment activities at professional conferences.

Modified FY 2003 plan.

**Decisions FY 2003:**

Doubled moving allowance.

Offered summer research stipends to recruit new faculty.

Provided new computers or start-up funds to recruited faculty.

Modified 2002 plan.

**Decisions FY 2002:**

Offered summer research stipends to recruit new faculty.

Provided new computers or start-up funds to recruited faculty.

Subsidized new faculty moving costs.

Modified 2001 plan.

## **c. Staff**

### **i. Excellence**

**Goal:** Promote and recognize staff excellence.

**Action Plans:**

Nominate College staff for University Distinguished Service awards.  
Regularly collect and disseminate information about staff honors, awards and excellence.

**Evaluations:**

Assess action plans and goals and revise as necessary.

**Decisions FY 2007:**

Maintained FY 2005 plan.

**Decisions FY 2005:**

Supported applications for staff excellence awards.  
College staff received distinguished service awards.  
Collected and disseminated information about staff excellence through the College newsletter, Web site, faculty meetings and news releases.  
Modified FY 2003 plan.

**Decisions FY 2003:**

No changes were made to the 2002 plan.

**Decisions FY 2002:**

Modified 2001 plan.

### **ii-iii Enhance Learning; Intellectual Exploration (combined)**

**Goal:** Provide an environment that fosters staff development and professional advancement.

**Action plans:**

Encourage cross-training program for classified staff where appropriate.  
Encourage professional development for staff.  
Facilitate staff participation in university service and committees.

**Evaluations:**

Assess action plans and goals and revise as necessary.

**Decisions FY 2007:**

Supported reclassification where appropriate.  
Maintained FY 2005 plan.

**Decisions FY 2005:**

Provided funds and workshops for staff development and professional advancement.

Implemented cross training in LASAC.

Modified FY 2003 plan.

**Decision FY 2003:**

Supported advisor attendance at the Kansas Academic Advising Network conference Fall 2002.

**Decisions FY 2002:**

Implemented cross-training program in the dean's office.

Supported advisor attendance at the Kansas Academic Advising Network conference Fall 2001.

Modified 2001 plan.

**iv. Support**

**Goal:** Provide technological support that facilitates staff accomplishment.

**Action Plans:**

Encourage staff to receive training appropriate for new technology.

Encourage staff to share technological expertise among themselves.

Promote an ergonomically efficient work environment.

**Evaluations:**

Conduct annual needs assessment to determine equipment/technology upgrades.

**Decisions FY 2007:**

Implemented Advising Web Scheduling.

Supported Banner training for staff (e.g., student module, finance module).

Provided on-going technology training for Banner systems for faculty and chairs.

Maintained FY 2005 plan.

**Decision FY 2005:**

No changes made to FY 2003 plan.

**Decision FY 2003:**

Provided selected staff with replacement equipment and technology to accomplish their assignments.

**Decisions FY 2002:**

Develop a plan to include staff input into college planning and decision processes.

Provided selected staff with appropriate equipment and technology to accomplish their assignments.

**v. Retain**

**Goal:** Promote an atmosphere that is conducive to professional achievement and personal fulfillment.

**Action Plans:**

Encourage staff participation in tuition waiver program.

Encourage alternative flexible work schedules when appropriate.

Encourage involvement in campus activities.

**Evaluations:**

Assess action plans and goals and revise as necessary.

**Decisions FY 2007:**

Hired director of the LAS Advising Center.

Maintained FY 2005 plan.

**Decisions FY 2005:**

Modified FY 2003 plan.

**Decisions FY 2003:**

Modified 2002 plan.

**Decisions FY 2002:**

Develop systematic plan to replace computers for staff.

Purchased new computers for staff.

Modified 2001 plan.

**vi. Recruit**

**Goal:** Employ an effective recruiting process to attract talented and diverse staff for the purpose of promoting equal employment opportunities.

**Action Plans:**

Partner with Human Resources to advertise open positions.

Provide applicants with information about diverse community resources.

Monitor Equal Employment Opportunity status of recruited staff.

**Evaluations:**

Assess action plans and goals and revise as necessary.

**Decisions FY 2007:**

Maintained FY 2005 plan.

**Decisions FY 2005:**

Modified FY 2003 plan.

**Decisions FY 2003:**

Modified 2002 plan.

**Decisions FY 2002:**

Modified college Web page to include hyperlink to Human Resources  
Web page.

Modified 2001 plan.

## **d. Alumni and Community**

### **i. Excellence**

**Goal:** Promote and recognize alumni and community excellence.

**Action Plans:**

Disseminate information about outstanding college alumni and community accomplishments.

Invite outstanding college alumnus to speak at commencement.

Encourage departmental recognition of outstanding alumni.

**Evaluations:**

Assess action plans and goals and revise as necessary.

**Decisions FY 2007:**

Maintained FY 2005 plan.

**Decisions FY 2005:**

Invited college alumnus to speak at commencement.

Disseminated information about outstanding college alumni and community accomplishments through departmental and college newsletters.

Modified FY 2003 plan.

**Decisions FY 2003:**

Modified 2002 plan.

**Decisions FY 2002:**

Modified 2001 plan.

### **ii-iii Enhance Learning; Intellectual Exploration (combined)**

**Goal:** Offer lifelong learning opportunities for alumni and community members.

**Action Plans:**

Partner with community organizations and schools for enhanced learning opportunities.

Promote course offerings.

Promote certificate programs.

Offer workshops, lectures and mini-conference series to alumni and community. (e.g. annual Holocaust Commemoration lecture, Watkins Lecture Series, French Immersion Week, Math Lecture Series, Glickman Lecture Series, Chemistry Lecture Series, Jason Project, Science Olympiad, History Day, Kansas Junior Academy of Science and Lake Afton Public Observatory.)

**Goal:** Promote the engagement of the community and college for mutual benefit.

**Action Plans:**

Support faculty research initiatives that benefit the community.  
Partner with WSU-LINK to increase college/community engagement.

**Evaluations:**

Assess action plans and goals and revise as necessary.

**Decisions FY 2007:**

Modified courses and offerings to help area schools meet No Child Left Behind mandate.  
Maintained FY 2005 plan.

**Decisions FY 2005:**

Maintained support for community outreach activities described above.  
Supported faculty research initiatives that benefited the community.  
Partnered with WSU-LINK.  
Promoted course offerings to the community.  
Modified FY 2003 plan.

**Decisions FY 2003:**

Supported workshops and public lectures: annual Holocaust Commemoration lecture, Great Plains Foundation Symposium, Watkins Lecture Series, French Immersion Week, Math Lecture Series, Glickman Lecture Series and Chemistry Lecture Series.  
Modified 2002 plan.

**Decisions FY 2002:**

Promoted certificate programs.  
Linked college course offerings to the LAS home page.  
Supported workshops and public lectures: annual Holocaust Commemoration lecture, Great Plains Foundation Symposium, Watkins Lecture Series, French Immersion Week, Math Lecture Series, Glickman Lecture Series.  
Modified 2001 plan.

#### **iv. Support**

**Goal:** Provide faculty and student expertise to community.

**Action Plans:**

Respond to community requests for presentations and consultations.  
Partner with community for neighborhood development.

**Evaluations:**

Assess action plans and goals and revise as necessary.

**Decisions FY 2007:**

Supported Self-Help Network move to downtown location.  
Maintained FY 2005 plan.

**Decision FY 2005:**

Responded to community requests.  
Partnered with community for neighborhood development.  
Modified FY 2003 plan.

**Decisions FY 2003:**

Supported service learning initiatives between LAS students and the community.  
Promoted partnership between Elliott School of Communication and L'Ouverture Magnet Elementary School for curriculum development.  
Modified 2002 plan.

**Decisions FY 2002:**

Supported service learning initiatives between LAS students and the community.  
Promoted partnership between the community and the Hugo Wall School in the development of the Wichita Assembly.  
Promoted partnership between Elliott School of Communication and Price-Harris Communication Magnet Elementary School for curriculum development.  
Modified 2001 plan.

**v. Retain**

**Goal:** Enhance ties with our alumni and community.

**Action Plans:**

Encourage departmental ties to alumni and the community.  
Publicize services available to alumni.  
Encourage faculty to utilize alumni and community expertise in the classroom.  
Develop a plan for a Dean's Council.

**Evaluations:**

Assess action plans and goals and revise as necessary.

**Decisions FY 2007:**

Encouraged departmental efforts to establish advisory councils.  
Utilized alumni and community expertise in classrooms.  
Maintained FY 2005 plan.

**Decisions FY 2005:**

No changes made to FY 2003 plan.

**Decisions FY 2003:**

Distributed college newsletter.  
Expanded college Web site.

**Decisions FY 2002:**

Distributed college newsletter.  
Modified 2001 plan.

**vi. Recruit**

**Goal:** Expand ties with our college alumni and community.

**Action Plans:**

Encourage departmental contacts with alumni.  
Encourage Web site development to enhance alumni connections.  
Develop service learning opportunities in the community.  
Improve communication with community members.  
Increase community awareness of Self-Help Network of Kansas, Hugo Wall School of Urban and Public Affairs, School of Community Affairs, WSU-LINK, Regional Crime Prevention and Training Institute, and the Psychology Clinic.

**Evaluations:**

Assess action plans and goals and revise as necessary.

**Decisions FY 2007:**

Maintained FY 2005 plan.

**Decisions FY 2005:**

Modified FY 2003 plan.

**Decisions FY 2003:**

Participated in development and ongoing activities of WSU Link.  
Continued involvement of faculty and staff in community affairs and activities (e.g., boards of directors, advisory councils, consultancies).  
Modified 2002 plan.

**Decisions FY 2002:**

Distributed college newsletter.  
Revised college Web site.  
Modified 2001 plan.