










Online Assessment Tracking Database

Sam Houston State University (SHSU)
2014 - 2015

Geography And Geology, Department Of

Goal	Quality Faculty  The faculty of the department will provide quality teaching and engage in quality research.
Objective (P)	Quality Teaching 
	The faculty will provide quality teaching.
KPI Performance Indicator	Effective Teachers  
	The department utilizes the IDEA system as the teaching evaluation instrument. The IDEA system is a nationally normed, validated and reliable measure of classroom performance. All faculty distribute the IDEA evaluations at the end of their classes each semester. The faculty member's scores are then compared to other faculty across the nation. 80% of the faculty in the department will be in or above the Similar converted score category on the Summary Evaluation in at least half of their classes.
Result	IDEA Summary Evaluation Results 
	94% of the faculty scored at or above the Similar category during the most recent evaluation period (only 45% of the online courses however). 52% scored in the Higher category and 13% scored in the Much Higher category.
Action	Evaluation Of Quality Teaching 
	The only scores in the Lower category of the converted scores on the IDEA form were for faculty members that taught online courses. The online courses have a very low return rate, to the point where the IDEA scores are rated as being unreliable by the evaluators of the IDEA forms. A way to improve the response rate must be developed. On the bright side, there were several faculty who scored 50 or more on the summary evaluation for all of their courses. Faculty wanting to improve their IDEA scores are encouraged to go to the Professional and Academic Center for Excellence (PACE) Center for workshops and one-on-one help with teaching effectiveness. This type of help would be especially valuable for the online courses.
Objective (P)	Quality Research 
	The department faculty will engage in quality, peer-reviewed research.
KPI Performance Indicator	Quality Research 
	The faculty in the department will publish peer-reviewed books and articles. 80% of the faculty in the department will publish at least one peer-reviewed publication per year.
Result	Peer-reviewed Publications 
	There were 16 faculty members, with two adjuncts that were not subject to an annual review. Of the

faculty members that were reviewed, 79% (11 of 14) published at least one peer-reviewed publication over the last evaluation cycle (compared to 64% (9 of 14) last cycle). One faculty member published two peer-reviewed articles, while another was co-author on four peer-reviewed articles. Plus two internal and two external grants were funded, with the external grants bringing in \$110,000.

Action

Engagement In Quality, Peer-reviewed Research 🔑

Departmental faculty members are encouraged to publish quality, peer-reviewed research. The department will support this by providing time and resources to the faculty members. For example, funding travel for geographical research. Travel for some geographers is equivalent to capital equipment to science faculty.

Previous Cycle's "Plan for Continuous Improvement"

Again, the only faculty that "appear" to be "struggling" are those teaching a number of online courses. We will continue to try to find means of improving the return rates. We will also continue to encourage faculty to go to the PACE Center for workshops and/or one-on-one development meetings.

We will monitor our progress with respect to external funding that is being generated. We are going to development a graduate student handbook for our department and provide guidelines for graduate students, especially those working on a thesis. As the number of graduate students pursuing a thesis increases, this should also increase the number of publications being produced by faculty members of the department. The department will have to shift its focus from developing a Geospatial Technology facility at The Woodlands Center to developing a facility at the University Park campus. Involvement of undergraduate students in faculty research will also continue to grow.

Please detail the elements of your previous "Plan for Continuous Improvement" that were implemented. If elements were not implemented please explain why, along with any contextual challenges you may have faced that prevented their implementation.

Faculty have been encouraged to seek help with their online courses, but only a couple have actually done so. Dr. Jim Tiller is working with SAM Online to re-develop a number of his courses. We have not found a consistent means of improving return rates for the online IDEA evaluations. What works for one faculty member does not seem to work for another.

An increased number of grant proposals by faculty have brought additional funds into the department. However, most of the successful grants were internal grants. Dr. Joseph Hill did bring in an external proposal for \$10,000 plus the donation of 8,000 pounds of drill core material to be used in our advanced courses in geophysics and petroleum geology.

A graduate student handbook has been developed.

A GIS course is being offered at the University Park campus Fall, 2015.

Involvement of undergraduate students in faculty research has increased, especially with the new geology faculty members.

Plan for Continuous Improvement - Please detail your plan for improvement that you have developed based on what you learned from your 2014 - 2015 Cycle Findings.

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We will monitor our progress with respect to external funding that is being generated. We are going to continue to develop a graduate student orientation for our department to provide a means for graduate students and departmental faculty to get to know each other. As the number of graduate students pursuing a thesis increases, we are hoping to obtain graduate assistantships. We have applied for four assistantships this year. We will monitor our progress in developing a GIS facility at the University Park campus. Involvement of undergraduate students in faculty research will also continue to grow.

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