

Selected Goals from 2004-2005 Annual Reports

Unit: College of Arts & Sciences

Strategic Plan Goal	Unit Goal
<p>With which 1 or 2 goals from the 8 current strategic plan goals does your 2004-2005 goal best align?</p> <p>Goal 4 -- Talented and Dedicated Faculty and Staff Build a diverse team of exceptional faculty and staff who support the mission and guiding principles of the University.</p>	<p>What were your unit level goals for 2004-2005 as contained in your 2003-2004 Annual Report?</p> <p>CAS Goal -- Quality Faculty The College of Arts and Sciences will hire faculty who support the mission of the College and the Institution and who are committed to continuous improvement of all programs.</p>

What action did you undertake to achieve this goal?

The College of Arts and Sciences advertised nationally in the *Chronicle of Higher Education*, *Black Issues in Higher Education*, and *Hispanic Outlook in Higher Education* in order to build a strong pool of diverse candidates. In addition, we completed specialty advertising in Art (College Art Association online) and Biotechnology (*Science and Nature*). CAS has advertised for **new, continuing positions** in the following areas:

- Anthropology
- Chemistry
- Chemistry Instructor
- Communication (2 positions)
- English
- Environmental Science
- History
- Marine Science (2 positions)
- Mathematics Instructor
- Music (Director)
- Psychology
- Theatre (Technical Director)

In addition, the College has advertised to fill the following **vacant positions**:

- Art Gallery Director
- Communication Instructor
- English Composition Instructor
- Environmental Science Instructor
- Interdisciplinary Studies
- Interdisciplinary Studies Instructor (Styles and Ways of Learning)
- Mathematics Instructor

- Sociology

Finally, the College was also provided several **visiting positions** in order to offer courses to meet the needs of a large incoming first year class. These positions, as one year fixed appointments, do not include the standard review process with advertisements and search committees.

- Biology Instructor
- English Composition Instructor
- History Instructor
- Interdisciplinary Studies Instructor (Styles and Ways)
- Interdisciplinary Studies/Environmental Studies Instructor
- Philosophy Instructor
- Spanish Instructor

Finally, we have also had three faculty leave Florida Gulf Coast University for positions elsewhere; all three of these positions were successfully filled with visiting instructors.

In all cases with searches for continuing positions, search committees will be diverse and will follow the university Search and Screen Guidelines in order to hire the most qualified candidates and to work towards improving diversity. All faculty hired will meet SACS qualifications for instruction.

By what means did you assess goal achievement?

We used several measures to determine success in our achievement of this goal, including:

- Percentage of search committees approved by EEO and HR
- Percentage of applicant pools approved by EEO and HR
- Percentage of positions filled
- Percentage of positions filled by faculty with diverse backgrounds
- Percentage of positions filled by women.

Describe the assessment results and the conclusions about goal attainment you inferred from them.

We have carefully planned all of our searches and tracked our success in building strong applicant pools and search committees. Our results were not as strong as we hoped, but have provided us with a basis for building on next year.

- All search committees in the college were approved by EEO and HR as meeting the requirements for diversity.
 - All applicant pools were approved by EEO and HR as meeting requirements for depth in the pool and the requirements for diversity with the exception of the Chemistry position and one of the Marine Science positions.
 - Of the 14 new, **continuing positions** that we advertised, we filled 12 positions, 86% of the total continuing positions. Our assessment suggests that the 2 positions that were not filled did indeed fail because we advertised too late in the season to attract a strong pool of applicants.
 - Of the 8 **vacant positions** that we advertised, all 8 were filled.
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- With the 7 **visiting positions**, we are currently working to hire faculty in these areas.
- Of the 20 positions that we advertised that we filled, 1 was filled with a faculty from a diverse background. 10 of the 20 have been filled with women.

Several conclusions can be drawn from this hiring cycle. First, Florida Gulf Coast University is still able, in general, to attract and hire strong faculty who are interested in the unique mission of the institution and the college and who support assessment and continuous improvement of programs. In this round of hiring, as in the past, we have been able to add faculty to our community who will continue to enrich our teaching, scholarship, and service. Second, we must work in the future to adhere to a better time frame for hiring, advertising all positions in the fall. Failure to do so leads to weaker pools, especially in the sciences, and failure to attract qualified candidates and candidates from diverse backgrounds. Third, we must work to garner resources for full-time continuing positions to meet the needs of growing enrollments; continuing to hire visiting faculty meets our needs in the short term but does not allow us to build a strong community or to develop schedules early in the year.

What continuous improvement resulted from the use of the assessment data?

The College of Arts and Sciences has been able to hire several new faculty who will bring added expertise in teaching and scholarship to the college. This will allow us to meet the need of growing enrollments in our majors and in first year students. The new faculty have added diversity in terms of training, teaching experience and interests, and scholarly pursuits. All faculty have an interest in assessment and continuous improvement of programs.

We have also determined that we were not able to attract acceptable applicant pools in certain areas because of the advertising and hiring cycle in those disciplines. In the future, we will work with the Provost's office to be certain that all positions are advertised in a timely fashion. This will allow for improvement in our process for hiring and thus continue to strengthen an already strong faculty.

In addition, while hiring visiting faculty will allow us to cover the needs of a large incoming first year class, in future years we will work with the Provost's office to cover all of our needs with full-time faculty who go through the full Search and Screen process. Following this process, which includes advertising positions and interviewing candidates using a search committee, will allow for improvement in our hiring process and continue to strengthen our faculty.
