

2016-17 ASSESSMENT REPORT
Office of Academic Affairs:



KENTUCKY STATE UNIVERSITY
Division of Fine Arts

Unit: **Division of Fine Arts
(DOFA)**

Title: **DOFA's Strategic Goals
and Objectives Assessment
Plan**

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Unit Missions Statement:

The Division of Fine Arts is comprised of the programs in Art, Music, Speech, Theatre, and Communication. Baccalaureate degree programs are offered in Studio Art and in Music Performance, and minors are offered in Art, Music, and Speech Communication and Theatre. The arts broaden human potential and provide room for creativity and growth. The arts also enhance the quality of life and the development of cognitive and expressive skills. Through presentations such as concerts, theatre productions, art exhibitions, lectures, and workshops, the arts provide an aesthetic and cultural environment vital to academic life. The Division of Fine Arts prepares its majors for a variety of professions in the arts and related fields, and gives them a foundation for graduate study.

The Division of Fine Arts supports the University's mission by providing liberal studies courses in art and music; by providing students with opportunities to develop and enhance effective oral and interpersonal communication skills for life in today's multicultural society; by providing professional services to public schools; and by preparing students to make significant contributions to society as fine arts educators, performers, and visual artists. The Division promotes teaching excellence through its maintenance of a low student-faculty ratio and its emphasis on performance-based goals.

Unit Vision Statement:

The Division of Fine Arts will pursue attainment of our mission by:

- Providing leadership in developing and nurturing the aesthetic sensitivities of all institutional stakeholders;
- Promoting KSU as the institution of choice in Kentucky, the region, and the nation;
- Ensuring that Kentucky State University has a qualified and diverse community of artistic scholars, and a competent and highly engaged cadre of faculty and staff members;
- Promoting and engaging a student focused approach to teaching, learning and service;

- Remaining fully compliant with professional standards of accreditation, learned society best practices, institutional stewardship and accountability, and respective regional and national standards of programmatic assessment.
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DOFA's Strategic Goals and Objectives are strictly aligned with Kentucky State University's 2016-2020 Strategic Plan (KSUSP)

Faculty members must fully comply with the Faculty Responsibilities delineated within Sections 2.9, 2.11 and 2.12 of the Kentucky State University Faculty Handbook as conditions of employment, and these goals do not supersede those expectations, but simply better illuminate them. Likewise, the Comprehensive Evaluation System (Faculty Handbook, Appendix I) serves as the basis for taking personnel actions such as renewal of contract for probationary faculty, granting of tenure and promotion, giving special awards or merit-based salary increases, or recommending measures to address problem areas. That policy mandates and requires the development and establishment of Benchmarks that demonstrate levels of expected performance.

Furthermore, **DOFA's Strategic Goals and Objectives** represent the division's alignment with the Kentucky State University Strategic Plan, regarding:

- Supporting a work environment that empowers its members by providing training and opportunities for professional development that increase productivity by improving accountability
- Introducing a reward system that encourages merit and outstanding performance.
- Alignment Faculty and staff's performance evaluations systems with the University's goals and objectives set forth in this Strategic Plan.
- Designing professional development plans based on the results of evaluations to support employees' advancement and to provide career improvement opportunities.
- Designing professional development plans based on the results of evaluations to support employees' advancement and to provide career improvement opportunities.
- Allocating a University merit compensation pool for outstanding performance to be distributed for achievement of unit goals and objectives tied to this Strategic Plan.

Finally and most critical, minimum University wide standards for teaching effectiveness (professional competence), research/creative activity, and service appear in sections 2.6.1.1, 2.6.1.2, 2.6.1.3, and 2.6.1.4 of the Faculty Handbook, and individual academic units shall translate those standards into specific criteria appropriate to their disciplines. Teaching effectiveness is the primary criterion for granting promotion and tenure. Only after an affirmative judgment about teaching effectiveness has been made shall serious consideration be given to an evaluation of scholarship and service.

Broad Goals:

The primary broad and overarching goals that inform the Division are:

- Address the external and internal factors impacting programmatic efficacy, curricula, staffing, recruitment, retention, persistence, size, scope, assessment, and productivity; and
- Clearly budget appropriations with strategic strategies that will guide our programmatic, curricula, staffing, recruitment, retention, persistence, size, scope, and productivity efforts ;

More specifically, the Division

GOAL 1: Pursue and Document the Efficacy of Divisional Teaching, Learning and Assessment

GOAL 2: Implement intrusive recruitment strategies that will ensure a representative community of aspiring scholars, artists and musicians

GOAL 3: Pursue and Document the Efficacy of Divisional Scholarship, Performance and Creative Activity

GOAL 4: Pursue and Document the Efficacy of Divisional Service and Professional Development

GOAL 1: Pursue and Document the Efficacy of Divisional Teaching, Learning and Assessment

Objective 1.1	Faculty will fully utilize Blackboard and other institutional platforms (as required) to implement appropriate assessment modules as a means of assessing Fine Arts Student Learning Outcomes. Faculty document the development and implementation of at least one major assessment projects for each course of instruction, document and disseminate those assessments within the Annual Self Evaluation Form SES 1.
Methods of Assessment and Performance Targets	One major assessment project for each course of instruction will be documented and disseminated within the Annual Self Evaluation Form SES 1.
Use of Results	Faculty Performance and Annual Evaluations, Programmatic Reviews, Productivity and Compliance Reporting.
Objective 1.2	Faculty will fully implement the EAB Campus Student Success Collaborative and other prescribed platforms as intrusive modes of student engagement, timely submit progress reports for the students in each class under their instruction, comply with the reporting frequency required and articulated, and document within the Annual Self Evaluation Form SES 1.
Methods of Assessment and Performance Targets	Engagement reports for each class and reporting frequency documented within the Annual Self Evaluation Form SES 1.
Use of Results	Faculty Performance and Annual Evaluations, Programmatic Reviews, Productivity and Compliance Reporting.

Objective 1.3	Faculty will fully utilize the Student Evaluation of Instruction procedures to solicit a minimum response rate of 50%, analyze resulting findings and results, and present evidence of the infusion of those findings back into instructional practices, as they regard teaching and learning. Documented results submitted within the Annual Self Evaluation Form SES 1.
Methods of Assessment and Performance Targets	Administrative tabulation. Student Evaluation of Instruction response rates results, analyses and evidence of findings infusion documented and submitted within the Annual Self Evaluation Form SES 1.
Use of Results	Faculty Performance and Annual Evaluations, Programmatic Reviews, Productivity and Compliance Reporting.
Objective 1.4	Faculty, no later than October 1 of each Fall and February 1 of each Spring will fully update and maintain Curriculum Guide Sheets and requisite advisor folios to include all pertinent documents, as identified on the required contents listing. Faculty will fully employ updated advisor folios in advising procedures, both within the Division and with the Office of Academic Advisement. Documented results submitted within the Annual Self Evaluation Form SES 1.
Methods of Assessment and Performance Targets	Administrative tabulation. Documented results submitted within the Annual Self Evaluation Form SES 1.
Use of Results	Faculty Performance and Annual Evaluations, Programmatic Reviews, Productivity and Compliance Reporting.
Objective 1.5	Faculty will fully participate in the employment of unit RAP (Reviews of Academic Progress) Sessions during both the Fall and Spring semesters for each student major within respective programs. Documented results submitted within the Annual Self Evaluation Form SES 1.
Methods of Assessment and Performance Targets	Administrative observation and tabulation. Documented results submitted within the Annual Self Evaluation Form SES 1.
Use of Results	Faculty Performance and Annual Evaluations, Programmatic Reviews, Productivity and Compliance Reporting.
Objective 1.6	As appropriate to the respective discipline, program faculty will (1) pursue full accreditation compliance; or (2) aggregate the necessary data and articulate a cogent proposal to address a major concentration in Speech Communications a Minor concentration in Theatre Arts or (3) alternative programmatic and degree options that draw upon the institution's historic and Liberal Studies mission, and document those within the Annual Self Evaluation Form SES.

Methods of Assessment and Performance Targets	Administrative observation and tabulation of proposals and reports. Documented results submitted within the Annual Self Evaluation Form SES 1.
Use of Results	Faculty Performance and Annual Evaluations, Programmatic Reviews, Productivity and Compliance Reporting.
Objective 1.7	Faculty will fully examine and assess current curricula, and pursue immediate revisions that (1) expand global and multicultural perspectives, (2) maximize efficiency in curricular matriculation and time-to-degree and (3) expand the latitude of options for meeting student competencies and proficiencies, within the context of current accreditations, and document those within the Annual Self Evaluation Form SES.
Methods of Assessment and Performance Targets	Administrative observation and tabulation of proposals and reports. Documented results submitted within the Annual Self Evaluation Form SES 1.
Use of Results	Faculty Performance and Annual Evaluations, Programmatic Reviews, Productivity and Compliance Reporting.

GOAL 2: Implement intrusive recruitment strategies that will ensure a representative community of aspiring scholars, artists and musicians.

Objective 2.1	Faculty will develop and implement intrusive recruitment strategies that ensure a representative community of aspiring scholars, artists and musicians and document the results of those within the Annual Self Evaluation Form SES.
Methods of Assessment and Performance Targets	Administrative observation and tabulation of engagements and attributable results. Documented results submitted within the Annual Self Evaluation Form SES 1.
Use of Results	Faculty Performance and Annual Evaluations, Programmatic Reviews, Productivity and Compliance Reporting.
Objective 2.2	Faculty will engage in a minimum of 3 recruitment activities per semester, for a total of 6 activities per academic year. All activities will result in a direct communications flow between the individual faculty member and prospects, and compliance documented within the Annual Self Evaluation Form SES.

Methods of Assessment and Performance Targets	Administrative observation and tabulation of engagements and attributable results. Documented results submitted within the Annual Self Evaluation Form SES 1.
Use of Results	Faculty Performance and Annual Evaluations, Programmatic Reviews, Productivity and Compliance Reporting.

GOAL 3: Pursue and Document the Efficacy of Divisional Scholarship, Performance and Creative Activity

Objective 3.1	Major Performance and Large Ensembles will provide at least 3 campus performances, and/or 3 local community performances and/or 3 regional performance that advance the institution and distinguish DOFA as a program of artistic excellence, and compliance documented within the Annual Self Evaluation Form SES.
Methods of Assessment and Performance Targets	Administrative tabulation of engagements. Documented results submitted within the Annual Self Evaluation Form SES 1.
Use of Results	Faculty Performance and Annual Evaluations, Programmatic Reviews, Productivity and Compliance Reporting.
Objective 3.2	Minor Performance, Chamber and Small Ensembles will provide at least 1 campus performance, 1 local community performance and/or 1 regional performance that advance the institution and distinguish DOFA as a program of artistic excellence, and compliance documented within the Annual Self Evaluation Form SES. Speech Theatre, Opera Workshop and Studio Art will provide at least 1 campus performance/activity/engagement and/or 1 local community performance/activity/engagement that advance the institution and distinguish DOFA as a program of artistic excellence, and compliance documented within the Annual Self Evaluation Form SES.
Methods of Assessment and Performance Targets	Administrative tabulation of engagements. Documented results submitted within the Annual Self Evaluation Form SES 1.
Use of Results	Faculty Performance and Annual Evaluations, Programmatic Reviews, Productivity and Compliance Reporting.
Objective 3.3	Applied Performance and Studio Art faculty will provide at least 1 campus recital/exhibit OR 1 local community performance/exhibit OR 1 regional performance/exhibit that advance the institution and distinguish DOFA as a program of artistic excellence, and compliance documented within the Annual Self Evaluation Form SES.

Methods of Assessment and Performance Targets	Administrative tabulation of engagements and qualitative assessment. Documented results submitted within the Annual Self Evaluation Form SES 1.
Use of Results	Faculty Performance and Annual Evaluations, Programmatic Reviews, Productivity and Compliance Reporting.
Objective 3.4	Music Applied Performance faculty will facilitate at least one competitive opportunity from their respective studio that is at the local, regional or national level of significance; Studio Art faculty will facilitate at least one competitive opportunity or exhibition from their respective studio that is at the local, regional or national level of significance, and compliance documented within the Annual Self Evaluation Form SES.
Methods of Assessment and Performance Targets	Administrative tabulation of engagements. Documented results submitted within the Annual Self Evaluation Form SES 1.
Use of Results	Faculty Performance and Annual Evaluations, Programmatic Reviews, Productivity and Compliance Reporting.

GOAL 4: Pursue and Document the Efficacy of Divisional Service and Professional Development

Objective 3.1	Faculty will fully and timely comply with (1) institutionally or divisionally required professional development trainings and opportunities, and (2) the expectations and deadlines for implementing that training back into faculty professional practices and procedures. Compliance documented within the Annual Self Evaluation Form SES.
Methods of Assessment and Performance Targets	Administrative tabulation of engagements. Documented results submitted within the Annual Self Evaluation Form SES 1.
Use of Results	Faculty Performance and Annual Evaluations, Programmatic Reviews, Productivity and Compliance Reporting.