

**2017-2018  
Unit Assessment Report  
Division: Academic Affairs**

**Unit: Division of Health and Natural Sciences**

**I Mission and Goal/Outcomes Statement:**

The division does not currently have a mission or goals/outcome statement. We are planning to develop a forward-looking set of goals and a mission statement during 2018-2019.

**II Personnel:**

**Administrative Staff:**

| <u>Name</u>       | <u>Position</u> |
|-------------------|-----------------|
| John Schaumloffel | Dean (1.0 FTE)  |

**Support Staff:**

| <u>Name</u>      | <u>Position</u>                       |
|------------------|---------------------------------------|
| Lindsey Babineau | Administrative Assistant II (0.5 FTE) |

During 17-18, John Schaumloffel joined the division as Dean.

**III Facilities/Equipment:**

During 17-18, the offices for the Division of H&NS relocated from Sanders 103 to Thompson Hall 108.

**IV Budget Expenditure Analysis:**

The division began the academic year with a budget of \$8,075, of which \$2,500 was allocated for IACUC veterinarian services. This budget was supplemented by the Provost's Office and the Department of Biology and Chemistry with \$1,000 each for expected cost overruns for the veterinarian services, and with an additional ~\$2,100 from the Provost's office for furniture and expenditures used to support departmental activities. Primary expenditures included:

- ~\$3,800 for IACUC veterinarian services
- ~\$1,100 for office furniture (for both the A&S and H&NS deans)
- ~\$1,200 to support faculty travel (international and PKAL meetings primarily)
- ~\$1,000 to support faculty research activities (SONA software, supplies, books)
- ~\$2,000 for dean professional travel
- ~\$800 to support the STEM "shared interest" floor
- ~\$200 to support chair development

The budget was set prior to the development and identification of priorities for 17-18, so some adjustments were made. Notably, budget additions supported relocation of the division offices with new furniture, the purchase of SONA research subject scheduling software, costs for the STEM “shared interest” floor and cost overruns for IACUC veterinary services that occurred because of FY17 unbilled and unplanned travel expenses.

For 2018-2019 additional funds have been provided from the Provost for faculty support, and via a Strategic Funding Request for supporting the STEM & Health Sciences Living Learning Community.

*(Was budget expended as planned? Were additions/changes made, if so, explain.)*

**V Action Plan for 2017-18:**

The division did not have a formal action plan in place for 17-18. However, several items were “in-progress” during the 16-17 and 17-18 academic year and new initiatives were pursued as opportunities availed themselves. These include:

- Addressing a shortfall in doctorally prepared nursing faculty via tenure-track searches
- Work with the Department of Nursing and GCE on implementation and development of the online RN to BS in Nursing and relationship with Academic Partnerships
- Work with the Department of Nursing on assessing needs in simulation
- Working with the EXSS department, get the Strength & Conditioning concentration approved through governance
- Collaborating across departments and disciplines to get the Environmental Public Health concentration in GEOG approved through governance
- Continuing the development of a STEM “shared interest” floor
- Continuing relationships with local STEM education and outreach providers (primarily secondary schools)
- Building relationships with colleagues at regional community colleges and universities
- Implementing the BHE HS GPA Pilots for introductory mathematics courses and working to reduce a reliance on developmental mathematics
- Developing mathematics pathway courses and scaling up the use of co-requisite sections to increase student completion of pathway math course in their first year
- Stabilizing the operation of the three campus compliance committees (IACUC, IRB, IBC), including finding a more cost-effective solution for IACUC veterinary services

- Implementing, with the training coordinator (Meg Hoey, Center for Faculty Scholarship) and the Grant Center, CITI online training for all compliance committee and grant applicants
- Development of additional articulation, guaranteed-admissions and partnership agreements for academic programs
- Continued involvement in STEM education activities and outreach through regional primary school and agency partners
- Development of new academic programs that appeal to potential Fitchburg students and optimize the use of existing curricula and faculty expertise
- Work with Biology & Chemistry, Exercise and Sport Science and Nursing Departments on new processes for students released from their majors.

## **VI Programs/Activities:**

The Division of H&NS, via the Dean and faculty, participated in the following programs and activities in 2017-2018:

### **Events for Current and Future Students:**

- All commencement activities and convocation
- All Admission's Open Houses and Future Falcon Day events
- Homecoming
- Exercise and Sport Science Alumni and Major's Night
- Nursing Pinning Ceremony
- Alpha Sigma Lambda Honor Society Introduction (GCE)
- Pi Mu Epsilon Honor Society Induction (Mathematics)
- PSI CHI Honor Society Induction (Psychological Science)
- Mount Watatic Hike and Snow Tubing (STEM LLC)
- International Education Office Graduation Ceremony
- MLK's Unfinished Business Events:
  - Martin Henson (BLM Boston) Keynote
  - Dr. Danette Day's Panel Discussion

### **Outreach and Relationship Building:**

- Massachusetts State University Dean Meeting at Framingham State\*
- Welcome/Outreach visits to meet colleague deans at:
  - Worcester State, Framingham State, Salem State and Bridgewater State Universities. Mount Wachusett Community College. Keene State College.
- [Central MA & Metrowest STEM Network](#) Meetings\*\*
- [MA STEM Summit 2017](#) (with admissions partner)
- Community Scholarship Group Reception at Montachusett Opportunity Council
- Charles River Laboratory Outreach (with Biology & Chemistry and the Grant Center)
- Presentation of Undergraduate Research Posters to Mount Wachusett CC Students (Erin Rehrig leading)

-North Central MA Chamber of Commerce

**DHE/BHE/Curriculum Development:**

- AMCOA Assessment Meeting
- Nursing MassTransfer Pathway Curriculum Development Meetings
- Biology MassTransfer Pathway Curriculum Development Meeting
- Mathematics Co-requisite and Math Pathways Development Meetings
- MA DHE/CCSNE 2018 *Civic Learning and Engagement Conference*

**Internal/Research/Disciplinary Symposia and Meetings:**

- All Development Day events
- 4<sup>th</sup> Annual Fitchburg State Science Symposium (organized by B. Samulak)
- Central MA American Chemical Society Undergraduate Research Poster Session (organized by D. Awasabisah and S. Fiedler)
- Central MA Meeting and New Faculty Introduction (at Clark University)
- Undergraduate Conference for Research and Creative Activity (organized by E. Rehrig)
- Fitchburg State Undergraduate Shakespeare Conference
- The Girls of Atomic City* Panel Discussion Panelist

**Internal Committees and Task Forces:**

- Student Success Task Force
  - Communications group member and report author
- Director of Housing Search Committee
- Department of Nursing Laerdal Evaluation
- Academic Partnerships Internal Group Meetings
- LA&S Council
- AUC Curriculum Committee
- Institutional Review Board
- Institutional Animal Care and Use Committee
- Institutional Biosafety Committee
- Secondary Education Advisory Committee

**Professional Development & Conferences (Dean):**

- Harvard GSE Management Development Program (Facilitator and partial participant)
- 2018 AAC&U Annual Meeting
- 2018 ACAD Deans' Institute (at AAC&U)

**Professional Development (Staff-Lindsey Babineau):**

- Academic Affairs Administrative Assistant Meetings, including providing training to other administrative assistants on student evaluation processes

-Banner "PowerUser" Training

\*To be hosted at Fitchburg State in July 2018.

\*\*Participating in the network has been a challenge. Not only do their meetings overlap with our compliance committee meetings, they are focused on primary-middle schools in the Worcester area and have been reticent to have Fitchburg host a meeting or gathering.

*(List major campus activities, events etc. that the office participated in/supported; committees served; community outreach; etc. List events provided to current and prospective students. Also provide professional development of all staff)*

## **VII Accomplishments 2017-2018:**

Beyond integrating the new, external dean into the university and divisional structure, there were three major accomplishments for 2017-2018.

The first is the development of mathematics reform in terms of reducing the reliance on developmental math for 2018-2019 by combining Basic Math 1 and Basic Math 2 in a pilot that will hopefully transition to a new, permanent course. There was also the development of a new math pathways course in quantitative reasoning to be offered in fall 2018 as well as adding co-requisite sections to all freshman-level credit-bearing math pathways courses. Bolstered by the pending hiring of a full-time Mathematics Support Specialist and the development of a new mathematics lab using an emporium model, we have set a goal of having 80% of Fitchburg's first-year students complete their first credit-bearing math course in year one. It is of note that a supportive team involving math faculty, the Grant Center, Institutional Research and Planning, IT, CPM and the dean's office have made these successes possible.

The second accomplishment was getting the STEM "shared interest floor" off the ground. While operating on a limited role due to limited interest, we were able to build a foundation and test activities and interest for a larger 2018-2019 STEM & Health Sciences Living Learning Community. This community will debut with approximately 40 members and include a faculty coordinator and planned co-curricular and academic activities. Again, a supportive team including faculty across H&NS departments, Admissions, Housing, the PeerTutor and Placement Center, and the Career Counseling and Advising Center made this effort possible.

Finally, there was a substantial amount of hiring across the division in 2017-2018. We added a tenure-track nursing faculty member for 2018-2019, who further diversified the department and has substantial experience in simulation. New tenure-track faculty for 2018-2019 were also hired in Exercise

and Sport Science and Earth and Geographic Science. Full-time temporary faculty added include a faculty member in Earth and Geographic Science (physics), Mathematics and Nursing. Three searches are ongoing; Biology FT temporary, Mathematics Support Specialist and Nursing FT temporary.

**VIII Assessment Report:**

| Item (from section V)  | Result   |
|--|--|
| Addressing a shortfall in doctorally prepared nursing faculty via tenure-track searches  | Completed. Two tenure track searches have been completed. One faculty member started in fall 2017 (Dr. Gustason) and one will start in fall 2018 (Dr. Seme-Krozniah). Moving forward in 2018-2019 we will be assessing overall Nursing Department staffing needs across all specialties. |
| Work with the Department of Nursing on assessing needs in simulation   | Laerdal visit and assessment completed. Meetings with department chair ongoing to develop strategies to support and enhance simulation experiences are moving forward.   |
| Collaborate with the Department of Nursing and GCE on implementation and development of the online RN to BS in Nursing and relationship with Academic Partnerships | Ongoing. The program is running, although below capacity. Moving forward we will work to fill that capacity with new agreements and marketing by AP.   |
| Working with the EXSS department, get the Strength & Conditioning concentration approved through governance  | Completed. Moving forward the concentration will be filed with the BHE as needed.  |
| Collaborating across departments and disciplines to get the Environmental Public Health concentration in GEOG approved through governance                          | Completed. Moving forward the letter of intent and BHE approval process will be pursued for what is now a new major.   |
| Continuing the development of a STEM “shared interest” floor   | Completed for 2017-2018, with limited success most likely due to the recruiting selectivity choices. The 2018-2019 STEM and Health Sciences Living Learning Community has 49 interested students across six majors.  |

|   |   |
|---|---|
| <p>Continuing relationships with local STEM education and outreach providers (primarily secondary schools)</p>  | <p>Completed. Moving forward a more successful approach may be to develop regional partnerships and relationships rather than rely on southern-central MA networks. "Monty Tech" and Fitchburg High are the most likely regional partners.</p>                  |
| <p>Building relationships with colleagues at regional community colleges and universities</p>   | <p>Ongoing. Visits to Quinsigamond and other CCs are scheduled or planned for 2018. An agreement to offer a 4-year degree option for PTA students at Mount Wachusett is being investigated.</p>   |
| <p>Implementing the BHE HS GPA Pilots for introductory mathematics courses and working to reduce a reliance on developmental mathematics</p>  | <p>Completed. For spring 2018 and 2018-2019, the BHE HS GPA (<math>\geq 2.7</math>) Pilot is in place for all introductory (credit-bearing math pathways courses) except pre-calculus.</p>  |
| <p>Developing mathematics pathway courses and scaling up the use of co-requisite sections to increase student completion of pathway math course in their first year.</p>                    | <p>Completed. Math pathway courses exist for all four pathways (statistics, education, calculus and quantitative reasoning) and are being offered with co-requisites or as a 4-hour class (precalculus) for fall 2018.</p>                                      |
| <p>Stabilizing the operation of the 3 campus compliance committees (IACUC, IRB, IBC), including finding a more cost-effective solution for IACUC veterinary services.</p>                   | <p>Completed. All 3 compliance committees are operating and are in the process of completing their annual reports. Goals are being set for each committee for next year. A new veterinarian for IACUC starts on 1-July.</p>                                     |
| <p>Implementing, with the training coordinator (Meg Hoey, Center for Faculty Scholarship) and the Grant Center, CITI online training for all compliance committee and grant applicants.</p> | <p>Completed. CITI program training for both committee-specific and role-specific duties is available for all researchers, as is general <i>Responsible Conduct in Research</i> training. Dr. Hoey reports training results to compliance committee chairs.</p> |

|  |   |
|--|---|
| <p>Development of additional articulation, guaranteed-admissions and partnership agreements for academic programs.</p>                                   | <p>Ongoing. A grant was submitted to develop guaranteed admissions agreements for the online RN to BS in Nursing with three partner institutions (Quinsigamond, Bristol and Middlesex CCs). Some level of agreements will be pursued regardless of grant funding.</p> |
| <p>Continued involvement in STEM education activities and outreach through regional primary school and agency partners.</p>                              | <p>Completed. Not only was one meeting held at the Leominster B&amp;G Club, but a dean's visit across academic affairs is planned for late summer 2018. We also visited the 2018 STEM FEST there also.</p>  |
| <p>Development of new academic programs that appeal to potential Fitchburg students and optimize the use of existing curricula and faculty expertise</p> | <p>Ongoing. The Department of Biology and Chemistry is developing a concentration in Biochemistry &amp; Molecular Biology that utilizes solely existing courses. This was not completed in 2017-2018 but is on schedule for 2018-2019.</p>                            |
| <p>Work with Biology &amp; Chemistry, Exercise and Sport Science and Nursing Departments on new processes for students released from their majors.</p>   | <p>Completed. New, gentler letter drafts are now in place that the departments are using. Students released from these majors for academic performance are immediately referred to the Career Counseling and Advising Center who reaches out to them.</p>             |

*(Were the Action Plan objectives met? Provide in list format that parallels item V.)*

## **IX Future Directions:**

This list will be refined during summer 2018. However, these clear initiatives exist for the upcoming year:

1. Develop a divisional identity, including a mission/vision statement, webpage, and common department goals and objectives.
2. Continue to build community relationships related to STEM and health sciences education, outreach and service via Montachusett Regional Vocational Technical School, Leominster B&G Club and other regional.
3. Develop partner or guaranteed admissions agreements for programs with capacity and the opportunity for growth, such as Exercise and Sports Science and the online RN to BS in Nursing degree.
4. Expand, better operate and track results from what will now be the STEM and Health Sciences Living Learning Community.
5. Expand support for undergraduate success and scholarship, along with faculty research opportunities via at least one external grant proposal.
6. Continue to build external relationships with alumni, community, business and government partners via outreach coordinated with the Grant Center and Institutional Advancement.
7. Continue to develop successful strategies and approaches for student success in introductory mathematics, using data-informed approaches to reduce reliance on developmental mathematics courses.
8. Evaluate efficacy of existing programs and selectively offer new programs that optimally serve the needs of the commonwealth by utilizing existing faculty expertise and resources.

## **X Supplemental Information:** *(Optional)*