

Division/Unit Goals Report - Institutional Effectiveness Data Report

University of Florida

Academic Affairs

Academic Colleges

College of Liberal Arts & Sciences

CLAS Mission

The College of Liberal Arts and Sciences constitutes the intellectual core of the university. Its principal mission is to lead the academic quest to understand our place in the universe, and to help shape our society and environment. The College pledges to ensure equitable access for all of its constituencies present, drawing strength from our rich heritage of racial, ethnic and gender diversity. Through teaching, research and service, the College continually expands our knowledge and practice in the most fundamental questions in the arts, humanities, social sciences, and natural and mathematical sciences. At the undergraduate level, students acquire an intellectual foundation based on a well-rounded and comprehensive education designed for an increasingly technological and rapidly changing society. At the graduate level, students master a specialized body of knowledge and pursue original research under the guidance of outstanding faculty. As a public institution, the College serves society through its research programs to advance our knowledge and capabilities, through its teaching to prepare tomorrow's leaders, and through its outreach programs to ensure dissemination of the state of the art in areas ranging from languages and literatures, to social behaviors, to the fundamental laws of nature. The College captures the brightest ideals of intellectual inquiry and human values mirrored in society, and remains ever conscious that it must represent and reflect all segments of society to remain the intellectual core of the university. The CLAS mission aligns with that of the university.

Unit/College: College of Liberal Arts & Sciences

Goal 1: Research

Create an environment that supports and encourages faculty research

Start: 7/1/2016

End: 6/30/2017

Progress: Completed

Division/College: College of Liberal Arts & Sciences

Responsible Roles: Associate Dean (Fields, Margaret), Dean and Professor (Richardson, Dave)

Action Items

Strategically hire, develop, and retain the best faculty

Improve research facilities

Provide grant support

Measures of Action Items

Action 1

Identify disciplines and number of preeminence hires

Number of successful retentions

Identify faculty receiving national and international awards or recognition

Identify faculty receiving UFRF status

Action 2

Renovate, construct or expand research lab space

Action 3

Create a Grant office for CLAS

Strategically fund cost share proposals

Time Period of Action Items

July 1, 2016 - June 30, 2017

Resources of Action Items

Action #1: CLAS Department Chairs and Directors
CLAS Associate Deans

Action #2: CLAS Dean
CLAS Administrative teams

Action #3: CLAS Dean
CLAS Associate Deans

Results and Evaluation

ACTION 1:

Identify disciplines and number of preeminence hires

A total of 4 hires were concluded for preeminence hires during 2016/17-- One hire in August 2016 in Smart Polymers/Nanomedicine category. One hire in January 2017 in Public Health Social Change in Africa. One hire in January 2017 in Chemical Innovations for Cancer Research. One hire in January 2017 in religion. Number of successful retentions (CL) Counteroffers - 2016-2017: Psych = Extended February 2017 effective August 2017 Poli Soc – Extended June 2016 effective August 2016 Spanish and Portuguese – Extended May 2016 effective August 2016 CAS – Extended October 2016 effective November 2016

Number of successful retentions

Counteroffers - 2016-2017:

Psych = Extended February 2017 effective August 2017

Poli Soc – Extended June 2016 effective August 2016

Spanish and Portuguese – Extended May 2016 effective August 2016

CAS – Extended October 2016 effective November 2016

Faculty receiving national and international awards or recognition

CLAS Faculty were recognized with the following awards:

National Academy Memberships

National Academy of Sciences: (Physics)

National Academy of Sciences: (Biology)

American Academy of Arts and Sciences: (Biology)

American Association for the Advancement of Science: 3 faculty (Biology)

American Chemical Society: (Chemistry)

Geochemical Society: (Geology)

Geological Society of America: (Geology)

Mexican Academy of Sciences: (Physics)

National Academy of Inventors: (Physics)

National Academy of Sciences Jefferson Science Policy Fellowship: (Biology)

National Awards

American Library Association Choice Award: (English)

National Academy Award for Scientific Discovery: (Physics)

Los Alamos National Laboratory Stanislaw M. Ulam Distinguished Scholar Award: (Chemistry)

Professional Association Awards

Academy of Criminal Justice Sciences Outstanding Mentor Award: (Sociology and Criminology)

American Political Science Association Lifetime Achievement Award: (Political Science)

American Political Science Association Lijphart/Przeworski/Verba Data Set Award: (Political Science)

American Psychological Association Lifetime Achievement Award: (Psychology)

Animal Behavior Society Distinguished Animal Behaviorist Award:

Association for Behavior Analysis International Outstanding Mentor Award: (Psychology)

Association for Israel Studies Shapiro Book Award: (Sociology and Criminology)

International Studies Association J. Ann Tickner Book Award: (Political Science)

Outstanding Young Researcher Award from the Association of Korean Physicists in America: (Physics)

Southern Chemist Award: (Chemistry)

World Archaeological Congress Peter Ucko Memorial Award for Social Justice and the Peter Ucko Memorial Lecture Award: (Anthropology)

Faculty receiving UFRF status

University of Florida Research Foundation (UFRF) Professorships were awarded to tenured faculty members who have a distinguished current record of research. The purpose of these awards is to recognize recent contributions and to provide incentives for continued excellence in research. The primary selection criteria included: a) the professor's performance in the past five years, and b) evidence of a strong research agenda that is likely to lead to continuing distinction in the professor's field. In 2016 six professors in the College of Liberal Arts and Sciences were awarded UFRF status; Professor of Anthropology, Associate Professor of Psychology, Professor of Physics, Professor of Chemistry, Cassas Professor in Greek Studies, and Professor of History.

Goal 2: Teaching

Improve teaching effectiveness

Start: 7/1/2016

End: 6/30/2017

Progress: Completed

Division/College: College of Liberal Arts & Sciences

Responsible Roles: Associate Dean (Fields, Margaret), Dean and Professor (Richardson, Dave)

Action Items

Facilitate development of new learning initiatives

Encourage new designs for the learning environment

Enhance curriculum to include QEP implementation

Identify and support excellent teaching

Measures of Action Items

Action 1

Number of new courses developed for traditional classroom and online

Number of new online majors

Number of courses modified and enhanced to improve teaching effectiveness

Action 2

Number of classrooms and teaching labs renovated for new learning environment e.g. flipped classroom, experiential learning classroom, modular teaching labs

Technological upgrades by CLAS IT

Action 3

Curriculum changes through UCC that include aspects of the QEP

Action 4

Number of faculty recommended for teaching awards

Number of faculty who are rated by students above 4.50 overall rating

Time Period of Action Items

July 1, 2016 - June 30, 2017

Resources of Action Items

Action #1: CLAS Dean

CLAS Associate Deans

CLAS Department Chairs and Directors

Action #2: CLAS Faculty

CLAS Administration

UF Administration

Action #3: CLAS Faculty

CLAS Associate Deans

Action #4: CLAS Dean

CLAS Associate Deans

CLAS Students

Results and Evaluation

ACTION 1:

Number of new courses developed for traditional classroom and online:

Animals and Animality in Italian Culture

Introduction to Applied Statistics for the Agricultural and Life Sciences

Spanish for Educators

History of Hip Hop

Boccaccio's Decameron

Nobel prizewinners in neuroscience

German Cities as Cultural Centers

Global Humankind

Digital Anthropology

History of American Medicine: Race, Class, Gender and Professionalism

African American and Latino Histories

Number of new online majors

Up to Fall 2016 CLAS had 7 online majors and 3 online minors. No new additions were made during 2016/17 (source: Academic Programs – Online Annual Report <https://www.advising.ufl.edu/UFO-Dashboard/>).

Number of courses modified and enhanced to improve teaching effectiveness:

Faculty process requests to modify and enhance courses through the Approval System. For 2016/17 34 requests were processed: 12 were pended, 9 denied, 1 tabled and 12 approved. The approved course modifications improved effectiveness of teaching the courses. (spreadsheet 2A.

attached)

ACTION 2:

Number of classrooms and teaching labs renovated for new learning environment e.g. flipped classroom, experiential learning classroom, modular teaching labs.

Although construction and renovation began in the prior academic year, in 2016/17 the renovated classrooms were scheduled to maximum capacity.

Technological upgrades by CLAS IT:

All of the UF Classrooms have received digital upgrades (new projectors).

UF Apps is gaining wide adoption in the college.

CLAS deployed 120 new computers to faculty desks 2016/2017.

Windows 10 and Office 2016 were established as the CLAS new standard.

ACTION 3:

Curriculum changes through UCC that include aspects of the QEP.

Four courses were created or modified that include aspects of the Quality Enhancement Plan for internationalization: Animals and Animality in Italian Culture, Spanish for Educators, German Cities as Cultural Centers, and Global Mankind.

ACTION 4:

Number of faculty recommended for teaching awards:

Faculty Undergraduate Teaching Award: 22 nominated, 6 faculty were awarded the teaching award. (spreadsheet 2B. attached)

As part of the teaching process, our faculty mentored students. Four were nominated for faculty Mentoring Awards through the Graduate School. Data is located in the Graduate School.

Number of faculty who are rated by students above 4.50 overall rating:

In Spring 2017 a total of 396 faculty taught courses in CLAS. Class enrollments ranged from 1 to 614. A total of 205 (51.8%) faculty were rated above 4.50 in courses with at least 10 enrolled and at least 10 responses. (spreadsheet 2C. attached)

In Fall 2016 a total of 401 faculty taught courses in CLAS. Class enrollments ranged from 1 to 628. Classes with at least 10 enrolled and at least 10 responses were considered for this rating. A total of 240 (59.8%) faculty were rated above 4.50. (spreadsheet 2D. attached)

All action items for Goal 2 were completed thereby enhancing teaching effectiveness in the

college.

Goal 3: Service and Outreach

Engage in external activities and service to the UF community

Start: 7/1/2016

End: 6/30/2017

Progress: Completed

Division/College: College of Liberal Arts & Sciences

Responsible Roles: Associate Dean (Fields, Margaret), Dean and Professor (Richardson, Dave)

Action Items

Encourage and support civic engagement

Embrace international opportunities

Support interdisciplinary activities on campus

Measures of Action Items

Action 1

Number of public forums hosted by programs, centers, and departments in CLAS.

Action 2

Number of faculty participating in international conferences and programs

Number of international faculty and/or institutions invited by departments, programs, and centers in CLAS to engage in activities at UF

Action 3

Identify the variety and number of interdisciplinary activities sponsored and supported by departments, programs, and centers in CLAS

Number of international visiting scholars

Time Period of Action Items

July 1, 2016 - June 30, 2017

Resources of Action Items

Action #1: CLAS Dean and Associate Deans
CLAS Department Chairs and Directors
CLAS Budget (designated funding)

Action #2: CLAS Faculty

Action #3: CLAS Department Chairs and Directors
CLAS Faculty

Results and Evaluation

ACTION 1:

Number of public forums hosted by programs, centers, and department in CLAS

The Bob Graham Center's goal is to create a community of students, scholars, and citizens who share a commitment to revitalizing the civic culture of Florida and the nation. The Bob Graham Center hosted 30 public forums in 2016/2017.

The Center for the Humanities and the Public Sphere had three interrelated purposes: to facilitate and promote the research programs of humanities scholars at UF, to provide an intellectual space and a physical location within the University and CLAS for critical and collaborative discussions of the humanities that reach across and beyond individual disciplines, and to provide a place for outreach to the community in which we live and teach. Two public forums were hosted in Spring/Fall 2016/2017.

(spreadsheet 3A. attached for both Centers)

ACTION 2:

Number of faculty participating in international conferences and programs

From July 1, 2016 through June 30, 2017 780 432 CLAS faculty completed 780 trips outside the United States to participate in conferences and conduct research (spreadsheet 3B. attached).

Number of international faculty and/or institutions invited by departments, programs, and centers in CLAS to engage in activities at UF

The Center for Jewish Studies invited six international faculty members to participate in the units activities including concerts. The Bob Graham Center invited one international faculty member to present a program. European Studies invited at least nine international faculty to participate in activities at UF.

ACTION 3:

Identify the variety and number of interdisciplinary activities sponsored and supported by departments, programs, and centers in CLAS

Four programs: Shorstein Lecture: How American Jews Fell in Love with the secular state, 7 months of Captivity: The True Story of escaping from Al Qaeda, Islamophobia: Politics, Priorities and Prejudice in 2016, and Brexit: UK and Europe's Politico-economic Future were supported by units in CLAS as interdisciplinary activities.

Number of international visiting scholars:

In 2016/17 CLAS had 4 international visiting scholars: Visiting Lecturer in Linguistics, Visiting Associate Professor in African Studies, Visiting Associate Professor in European Studies, and Visiting Associate Professor in Jewish Studies.

Goal 4: Brand CLAS

Create a recognizable presence for CLAS on the UF campus to create a stronger connection to students and the mission of the college

Start: 7/1/2016

End: 6/30/2017

Progress: Completed

Division/College: College of Liberal Arts & Sciences

Responsible Roles: Associate Dean (Fields, Margaret), Dean and Professor (Richardson, Dave)

Action Items

1. Recommend signage that needs upgrade 2. Identify new signage needs 3. Foster relationship with physical plant and facilities to improve the physical environment surrounding CLAS buildings

Measures of Action Items

Action 1

Document exterior signage changes throughout buildings occupied by CLAS departments, programs, and centers

Number of upgrades

Action 2

Number of new signs created

Action 3

Number of projects completed that changed the physical appearance around or near CLAS buildings.

Time Period of Action Items

July 1, 2016 - June 30, 2017

Resources of Action Items

Action #1: CLAS Dean
CLAS Associate Dean

Action #2: CLAS Dean
CLAS Associate Dean
CLAS Communications

Action #3: CLAS Dean and CLAS Budget (designated funding)
UF PPD
UF Facilities, Planning and Design

Results and Evaluation

Create a recognizable presence for CLAS on the UF campus to create a stronger connection to students and the mission of the college

ACTION 1:

Document exterior signage changes throughout buildings occupied by CLAS departments, programs, and centers.

The anthropology department was secluded behind solid double doors that looked as if they were doors to a maintenance area rather than to a department. Both doors were replaced with glass, storefront doors with new signage. The department and faculty are much easier to find by students and it is the first step in helping the department create greater identity within the college.

The geography department renovated all interior hallways in their assigned area of Turlington Hall which included new ceiling tile, new lights, new paint and new signs. The signage helped to define the multi facets of a geography major and highlighted students and faculty.

The Center for European Studies renovated their space in Turlington Hall which included new paint, new lights, and new signs.

Number of upgrades

The Communications Office created a new website wireframe for the College home page. It did not go live yet, but the infrastructure was completed. The website for the Communications Office was upgraded to the new branded look, feel, and navigation and did go live during 2016/17.

ACTION 2:

Number of new signs created

The name of the Language Center was changed to Language Studio with appropriate signage changes. The Teaching Center was changed to CLAS Learning Center, also with appropriate signage changes.

The Communications department created a new sign protocol for all departments and centers to follow. Ten new signs were placed that follow the new design. The strategy was to create CLAS identity through the consistent and readily recognizable signage placed throughout departments and centers.

ACTION 3:

Number of projects completed that changed the physical appearance around or near CLAS buildings.

One hundred fifty one projects were initiated from July 1, 2016 through June 30, 2017. Sixty four of these projects were completed within that timeframe. These projects ranged from new signs, paint, carpet, restructured classrooms, improved lighting, new ceiling tiles, change of doors, new furniture for classrooms, and new technology. Noteworthy projects included the demolition of interior walls to create larger space for classrooms in Little Hall and Turlington Hall. A total of 4 classrooms were created with flexible furniture, new carpet, paint, and technology upgrades such as multi-display screens for projecting 360 degrees. Landscaping was re-designed around the main building for CLAS, Turlington Hall to closely reflect the complete renovation of the Plaza of the Americas which is across the street.

CLAS Actions for Improvement

Unit/College Actions for Improvement

Based on the results for 2016/17 the Dean and college leadership decided to carefully review and acknowledge actions that were completed successfully.

Research

The college's research goals were met. The college leadership team decided that CLAS will increase the number of external grants and fellowships through the newly created Research office. With the new infrastructure the leadership decided to provide grant writing workshops, work with representatives from Innovation Hub and Office of Technology Licensing to help faculty and students patent and license their ideas. In addition, leadership decided to get to the next level, enhanced recruitment of graduate students was necessary by establishing stipends, facilities, and travel opportunities that are competitive with those of peer institutions.

Teaching

Although our faculty ranked exceptionally high in teaching evaluations CLAS leadership decided expand upon these results by emphasizing innovative pedagogy that trains in writing, speaking, numeracy, and teamwork as our next step. Another initiative created as a next step is to promote a climate that reflects diversity of thought and experience. The leadership team decided to focus on preparing undergraduate students to achieve greater professional success through internships, externships, and creating a program for undergraduate career and professional development.

Service and Outreach

The college was also successful in presenting and documenting international activities, teaching, and outreach. As a result, the college leadership decided to focus on other areas such as raising the levels of CLAS student engagement with the Career Resource Center, and developing CLAS-specific CRC programming. Leadership decided to expand the Bob Graham Center internship program, undergraduate research and similar programmatic internships and experiences.

Branding

Branding the college was important because CLAS is spread over natural sciences, mathematical sciences, humanities and the social sciences. Students did not always associate a major with the college. Branding allowed the college to create a stronger community among students and brought cohesiveness among the departments, programs, and centers. The next step is to enhance the college's reputation as a preeminent institution. The college decided to build upon the college's unique areas of excellence and disciplinary depth and concentrate tenure-track hiring in areas with potential for future preeminence.

African American Studies (BA)

2014-15 SG: Goal

The African American Studies major is interdisciplinary and allows students to explore the experiences of people of African origin in the United States and the African American Diaspora. It educates students about the cultural practices, social processes and institutions that affect Black life in contemporary society.

Start: 7/1/2016

End: 6/30/2017

Progress:

Division/College: African American Studies (BA)

Responsible Roles:

Action Items

Measures of Action Items

Time Period of Action Items

Resources of Action Items

Results and Evaluation

Physics

Physics (BS)

The Department of Physics Undergraduate Program

The mission of the undergraduate physics program is coherent with the mission of the College of Liberal Arts, in that “Students acquire an intellectual foundation based on a well-rounded and comprehensive education designed for an increasingly technological and rapidly changing society (<http://www.clas.ufl.edu/about/index.html>).” The program mission is also directly aligned with the mission of the University of Florida to provide an educational process that “... explores physical and biological universes and nurtures generations of young people from diverse backgrounds to address the needs of the world's societies (<https://catalog.ufl.edu/ugrad/current/uf-mission/Pages/home.aspx>).”

Unit/College: Physics (BS)

2013-14 SG 1: Knowledge of physics

Provide broad-based knowledge of physics and associated problem solving skills based on logical and critical thinking.

Start: 7/1/2016

End: 6/30/2017

Progress:

Division/College: Physics (BS)

Responsible Roles:

Action Items

The undergraduate coordinator will keep in touch with graduates through non-expiring email addresses and/or professional networks such as linkedin. Keeping track of graduates has been one of the main problems in quantifying the results of various efforts.

Measures of Action Items

Time Period of Action Items

Resources of Action Items

Enrollment data for the four core courses are collected each semester by the Undergraduate Coordinator. The Undergraduate Coordinator emails exit survey to graduating seniors each Spring.

Results and Evaluation

2013-14 SG 2: Class size

Keep upper level class sizes small.

Start: 7/1/2016

End: 6/30/2017

Progress:

Division/College: Physics (BS)

Responsible Roles:

Action Items

Collect enrollment statistics for the last few years. Offer certain 3000 and 4000 level

courses during both Fall and Spring semesters.

Measures of Action Items

Time Period of Action Items

Resources of Action Items

The size of several of our 3000 and 4000 level major classes were getting too large (close to 50).

Results and Evaluation

2013-14 SG 3: Introductory physics classes

Improve quality and standardize introductory physics classes.

Start: 7/1/2016

End: 6/30/2017

Progress:

Division/College: Physics (BS)

Responsible Roles:

Action Items

A task force consisting of faculty members has been set up.

Measures of Action Items

Time Period of Action Items

Resources of Action Items

Although the overall instruction in the large introductory Physics classes is good, there are variations in course policy and difficulty level. In addition new technology such as student response remotes in class and on-line homework take substantial time to master and administer.

Results and Evaluation

2013-14 SG 4: Student advising

Further improvement of the student advising facilities in the department to ensure that all majors have access to good advising.

Start: 7/1/2016

End: 6/30/2017

Progress:

Division/College: Physics (BS)

Responsible Roles:

Action Items

A dedicated group of faculty advisers (5 members including undergraduate coordinator) carry out the advising efforts in the department. In addition, the student run

undergraduate society (Society of Physics Students) is advised by another faculty member.

Measures of Action Items

Time Period of Action Items

Resources of Action Items

Feedback from the students, teachers, and advisers

Results and Evaluation

2013-14 SG 5: Improve Electives

Enhance elective options for our majors.

Start: 7/1/2016

End: 6/30/2017

Progress:

Division/College: Physics (BS)

Responsible Roles:

Action Items

The goal is to offer a wider variety of electives and possibly offer some of the popular electives in both semesters to accommodate students' schedules.

Measures of Action Items

Time Period of Action Items

Resources of Action Items

We now offer Biophysics, Solid State, Particle Physics, Optics and Quantum Mechanics 2 as regular offerings.

Results and Evaluation

2013-14 SG 6: Broaden the audience for Physics

We plan to offer Physics courses which appeal to a wide audience of students including off-campus.

Start: 7/1/2016

End: 6/30/2017

Progress:

Division/College: Physics (BS)

Responsible Roles:

Action Items

Review of other programs around the state and elsewhere.

Measures of Action Items

Time Period of Action Items

Resources of Action Items

We are now able to offer PHY2020 as a web-based option, Fall and Spring, as well as in Summer B and C.

Results and Evaluation