

## **I. Mission**

The School of Humanities – which houses the Departments of English, Foreign Languages and Literatures, Philosophy and Religion and Visual and Performing Arts -- is committed to fostering an appreciation of the arts. This purpose is achieved through a comprehensive core curriculum and a variety of B.A. and B.S. degree programs.

Embracing the belief that a university education must promote an appreciation of cultural diversity, the Humanities focus is on a liberal education with a global perspective, in keeping with the mission of Lincoln University to provide a quality education with an international focus. This commitment is realized in curriculum diversity, faculty and student diversity, and in intensive language programs including study abroad.

Realizing the significance of the humanities in a technological society, Humanities disciplines provide academic, aesthetic and technical challenges for students. Students are encouraged to approach problems through the historical analysis of ideas and through the examination of the evolution of contemporary philosophical issues.

## **II. Vision**

The School of Humanities offers a liberal arts education focused on encouraging an appreciation of human life, as well as moral and aesthetic values in a technological and global society.

## **III. Philosophy**

1. Proficiency in reading, writing, speaking and critical analysis is crucial to the success of a student in higher education and in gaining access to career opportunities.
2. The study of art concepts leads to an understanding of an ever-changing world.
3. Because language is a cultural universal, the study of languages encourages an appreciation of cultural diversity.
4. The development of critical thinking skills and the examination of basic beliefs and values empower students.
5. Study of the religions of humankind contributes to an appreciation of human spirituality and the human need to seek answers to existential and eschatological questions.
6. An introduction to art, literature and music – from an historical and contemporary perspective – highlights the human need to be creative, a truth that transcends time and culture.

## Current Goals

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- a) **Goal #1 (Subsumed under University Goal #6)**
- b) **Brief Description of Goal:**  
Academic departments will administer assessment instruments, collect and analyze data.
- c) **Beginning Date:** August, 2003 **Expected Completion Date:** Ongoing  
Status: 50% completion.
- d) **Implementation Requirements**  
Approved departmental assessment plans, identification of test pools, administration of the instrument, collection and analysis of data.
- e) **Fiscal Impact:**  
None
- f) **Assessment Criteria used to evaluate the effectiveness of achieving the outcomes:**  
100% administration of assessment instruments in departments; collection and analysis of data.
- g) **Assessment Results:**  
All departments in The School of Humanities have developed assessment plans and have begun to administer pre-tests. Data collection and analyses are due at the end of the 2003-04 academic year.
- h) **How have the results been used (or how will they be used) to make a change? (e.g., to improve student Performance or something else) R**  
Results will be used to effect curricula development and changes.
- i) **Cite the Change (and any Improvement Obtained)**  
To be determined.
- j) **Recommendation(s) of new goals or resources, etc?**  
To be determined.
- k) **Process Owners(s): [Who is (are) point person(s) for implementing these goal outcomes?]**  
Department Chairs and faculty.
- l) **Additional Comments?**

- a) **Goal #2** (Subsumed under University Goal #1)
- b) **Brief Description of Goal:**  
To establish limits in freshmen composition courses to effect a higher degree of student proficiency.
- c) **Beginning Date:** January, 2003 **Expected Completion Date:** Ongoing  
Status: 50% completion.
- d) **Implementation Requirements**  
Two to three additional full-time tenure-track faculty.
- e) **Fiscal Impact:**  
\$77,000 - \$112,000
- f) **Assessment Criteria used to evaluate the effectiveness of achieving the outcomes:**  
Pre and Post-Test
- g) **Assessment Results:**  
Two full-time visiting professors were hired in August, 2003. For the Fall Semester, 2003, 23 out of 32 composition classes were within the range of 15-26 students. On the English 102 post test, 97.7% of students taking the exam passed it with a grade of "C" or better.
- h) **How have the results been used (or how will they be used) to make a change? (e.g., to improve student Performance or something else)**  
To be determined.
- i) **Cite the Change (and any Improvement Obtained)**  
To be determined.
- j) **Recommendation(s) of new goals or resources, etc?**  
To be determined.
- k) **Process Owners(s): [Who is (are) point person(s) for implementing these goal outcomes?]**  
English Department Chair and Dean.
- l) **Additional Comments?**
- a) **Goal #III** (Subsumed under University Goals #6 & #7)
- b) **Brief Description of Goal:**

To strengthen the Spanish major by hiring two tenure-track faculty at the assistant professor level.

- c) **Beginning Date:** Fall, 2002 **Expected Completion Date:** August, 2004  
Status: 50% completion.
  - d) **Implementation Requirements**  
Job descriptions; position announcement; formulation of a search committee.
  - e) **Fiscal Impact:**  
\$77,000
  - f) **Assessment Criteria used to evaluate the effectiveness of achieving the outcomes:**  
One tenure track Assistant Professor of Spanish will be hired by August, 2004.
  - g) **Assessment Results:**  
One full-time tenure track Assistant Professor of Spanish and one Visiting Assistant Professor of Spanish were hired in August, 2003.
  - h) **How have the results been used (or how will they be used) to make a change? (e.g., to improve student Performance or something else)**  
To be determined.
  - i) **Cite the Change (and any Improvement Obtained)**  
To be determined.
  - j) **Recommendation(s) of new goals or resources, etc?**  
To convert the visiting position into a second full-time tenure-track position.
  - k) **Process Owners(s): [Who is (are) point person(s) for implementing these goal outcomes?]**  
Chair of the Department, Foreign Languages, and the Dean.
  - l) **Additional Comments?**
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- a) **Goal #IV** (Subsumed under University Goal #2)
  - b) **Brief Description of Goal:**  
To strengthen the Communications Program.

- c) **Beginning Date:** January, 2002 **Expected Completion Date:** August, 2004  
 Status: 0% completion.
- d) **Implementation Requirements (brief statement of resource or other needs):**  
 Full-time tenure-track Assistant Professor of Communications.  
 Full-time tenure-track Assistant Professor of Television Production.
- e) **Fiscal Impact:** \$85,000.
- f) **Assessment Criteria used to evaluate the effectiveness of achieving the outcomes:**  
 Two tenure-track positions at the Assistant Professor level will be filled.
- g) **Assessment Results (can be quantitative or qualitative anecdotal outcomes):**  
 No full-time tenure-track faculty have been hired.
- h) **How have the results been used (or how will they be used) to make a change? (e.g., to improve student Performance or something else)**  
 N/A.
- i) **Cite the Change (and any Improvement Obtained)**  
 N/A.
- j) **Recommendation(s) of new goals or resources, etc?**  
 To hire two full-time tenure-track professors for 2003-2004.
- k) **Process Owners(s): [Who is (are) point person(s) for implementing these goal outcomes?]**  
 Chair of the Department of English and the Dean.
- l) **Additional Comments?**  
 Since its inception, the Communications Program has never had any full-time tenure-track professors. As of August, 2003, the Communications Program has been declared one of several centers of excellence. Funds will be allocated to enhance the program.
- a) **Goal #V** (Subsumed under University Goal #2)
- b) **Brief Description of Goal:**  
 To develop an Instrumental Program.
- c) **Beginning Date:** Fall, 2002 **Expected Completion Date:** August, 2003.  
 Status: 100% completion.

- d) **Implementation Requirements:**  
Twenty jazz band and concert band scholarships.  
Appointment of a Band Director.
- e) **Fiscal Impact:**  
\$10,000 (\$500 scholarships for twenty students).
- f) **Assessment Criteria used to evaluate the effectiveness of achieving the outcomes:**  
Significant increase in the number of students in each band.
- g) **Assessment Results (can be quantitative or qualitative anecdotal outcomes):**  
There are approximately twenty students in the bands; instruments have been secured via rentals and purchases – made possible by an \$8,500 grant. Prof. Gaines is the Band Director, and fall concerts have been planned.
- h) **How have the results been used (or how will they be used) to make a change? (e.g., to improve student Performance or something else)**  
To be determined.
- i) **Cite the Change (and any Improvement Obtained)**  
To be determined.
- j) **Recommendation(s) of new goals or resources, etc?**  
To be determined.
- k) **Process Owners(s): [Who is (are) point person(s) for implementing these goal outcomes?]**  
The Department Chair and the Band Director.
- l) **Additional Comments?**
  - a) **Goal #VI** (Subsumed under University Goal #2)
  - b) **Brief Description of Goal:**  
Creation of a Mac-based Computer Arts Lab for Graphic Arts.
  - c) **Beginning Date:** August, 2002 **Expected Completion Date:** August, 2003.  
Status: 100% completion.
  - d) **Implementation Requirements:**

Installation of a Mac platform lab including Mac computers, a scanner and a permanent locale with adequate space.

- e) **Fiscal Impact:**  
Capital funds were allocated for the creation of the Computer Arts Lab housed in The Langston Hughes Memorial Library.
- f) **Assessment Criteria used to evaluate the effectiveness of achieving the outcomes:**  
Installation of a functional graphics lab.
- g) **Assessment Results (can be quantitative or qualitative anecdotal outcomes):**  
The first graphic arts class was offered in Spring, 2003.
- h) **How have the results been used (or how will they be used) to make a change? (e.g., to improve student Performance or something else)**  
The Department of Visual and Performing Arts is planning additional course offerings in graphic arts.
- i) **Cite the Change (and any Improvement Obtained)**  
To be determined.
- j) **Recommendation(s) of new goals or resources, etc?**  
To be determined.
- k) **Process Owners(s): [Who is (are) point person(s) for implementing these goal outcomes?]**  
Department Chair and Coordinator of the Fine Arts Program.
- l) **Additional Comments?**
  - a) **Goal #VII (Subsumed under University Goal #2)**
  - b) **Brief Description of Goal:**  
Development of an Advanced Reinforcement Program for careers in Humanities Studies.
  - c) **Beginning Date:** November, 2002 **Expected Completion Date:** August, 2003.  
Status: 100% completion.
  - d) **Implementation Requirements** (brief statement of resource or other needs):  
A grant to fund the program.

- e) **Fiscal Impact:**  
\$300,000 to \$500,000 over three years.
- f) **Assessment Criteria used to evaluate the effectiveness of achieving the outcomes:**  
Significant increase in the number of honor students in the Humanities; and a significant number of Humanities graduates entering graduate school and professional schools.
- g) **Assessment Results (can be quantitative or qualitative anecdotal outcomes):**  
To be determined.
- h) **How have the results been used (or how will they be used) to make a change? (e.g., to improve student Performance or something else)**  
To be determined.
- i) **Cite the Change (and any Improvement Obtained)**  
To be determined.
- j) **Recommendation(s) of new goals or resources, etc?**  
None.
- k) **Process Owners(s): [Who is (are) point person(s) for implementing these goal outcomes?]**  
Dr. Sopo Sekoni and Dean Gladys J. Willis.
- l) **Additional Comments?**  
Contacts were made at The National Endowment for the Humanities, but it was recommended that a proposal should be submitted for Title III funds. Since Title III funds are already allocated for existing Lincoln programs, other grant possibilities will be researched.
- a) **Goal #VIII** (Subsumed under University Goal #1)
- b) **Brief Description of Goal:**  
Development of a plan for The Langston Hughes Center for the Promotion of the Arts.
- c) **Beginning Date:** June, 2002 **Expected Completion Date:** Ongoing.  
Status: 0% completion.
- d) **Implementation Requirements:**

Three-year grant proposal funded.  
Establishment of an Advisory Board.

- e) **Fiscal Impact:**  
\$300,000 over three years.
- f) **Assessment Criteria used to evaluate the effectiveness of achieving the outcomes:**  
Over three years, public programs in art, music and theater will be presented to the campus community and surrounding communities.
- g) **Assessment Results (can be quantitative or qualitative anecdotal outcomes):**  
To be determined.
- h) **How have the results been used (or how will they be used) to make a change? (e.g., to improve student Performance or something else)**  
To be determined.
- i) **Cite the Change (and any Improvement Obtained)**  
To be determined.
- j) **Recommendation(s) of new goals or resources, etc?**  
None.
- k) **Process Owners(s): [Who is (are) point person(s) for implementing these goal outcomes?]**  
Humanities Department Chairs and the Dean.
- l) **Additional Comments?**  
It is likely that the achievement of this goal will be realized in the Lincoln-Barnes Collaborative Project.

## New Goals

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**a) Goal # IX . (Subsumed under University Goals #1 & #2)**

**b) Statement of Goal:**

To increase the number of humanities majors by 15%.

**c) Beginning Date:** August, 2003 .      **Expected Completion Date:** August, 2004 .

**d) Implementation Requirements** (brief statement of resource or other needs)

Departmental Recruitment Plans  
Committed Chairs and Faculty

**e) Fiscal Impact:**

\$500 for recruitment planning.

**f) Assessment Results that led to establishing this goal:** (can be quantitative or qualitative

anecdotal outcomes)

Except for The Communications Program in The Department of English, the number of majors in other Humanities programs has been on a decline within the last six years.

**g) Assessment Criteria proposed to evaluate the effectiveness of goal implementation:**

The number of majors in all major programs, except Communications, will be increased by 15% at the end of the 2003-2004 academic year.

**h) Process Owner(s):** [Who is (are) point person(s) for implementing this goal?]

Academic Department Chairs and Faculty.

**i) Additional Comments?**

**a) Goal # X . (Subsumed under University Goals #1 & #2)**

**b) Statement of Goal:**

To increase the number of Humanities graduates by 50%

**c) Beginning Date:** May, 2004 .      **Expected Completion Date:** May, 2007 .

**d) Implementation Requirements** (brief statement of resource or other needs)

Development of departmental retention plans centering around the needs of students holistically.

**e) Fiscal Impact:**

\$500 to sponsor an in-house retention workshop.

**f) Assessment Results that led to establishing this goal:** (can be quantitative or qualitative

anecdotal outcomes)

Of the three schools, The School of Humanities presently graduates the lowest number of students yearly.

**g) Assessment Criteria proposed to evaluate the effectiveness of goal implementation:**

Within three to four years, the number of Humanities graduates will increase by 50% due to implementation of an effective retention plan within each department.

**h) Process Owner(s):** [Who is (are) point person(s) for implementing this goal?]

Department chairs, faculty and the Dean.

**i) Additional Comments?**

**a) Goal # XI. (Subsumed under University Goal #6)**

**b) Statement of Goal:**

Implement writing assessment plans in each academic department, thereby improving the writing proficiency of students in The School of Humanities.

**c) Beginning Date:** August, 2003.      **Expected Completion Date:** On-going.

**d) Implementation Requirements** (brief statement of resource or other needs)

Identification of departmental writing coordinators.

Approved writing assessment plans.

An effective evaluation plan.

**e) Fiscal Impact:**

One-fourth release time for each departmental writing assessment coordinator.

**f) Assessment Results that led to establishing this goal:** (can be quantitative or qualitative

anecdotal outcomes)

The faculty mandate to all departments requires that each department develop an assessment plan.

**g) Assessment Criteria proposed to evaluate the effectiveness of goal implementation:**

100% of all junior majors in department will compete a pre-test in writing; 100% of all seniors will submit a writing portfolio for writing proficiency evaluation, earning a minimum grade of "C."

**h) Process Owner(s):** [Who is (are) point person(s) for implementing this goal?]  
Department chairs and faculty.

**i) Additional Comments?**

**a) Goal # XII. (Subsumed under University Goal #2)**

**b) Statement of Goal:**

To create a curriculum-based Honors Program and get it approved by The Educational Policies Committee and the general faculty.

**c) Beginning Date:** March, 2003.      **Expected Completion Date:** On-going.

**d) Implementation Requirements** (brief statement of resource or other needs)

Ad-Hoc Honors Advisory Committee to work with The Director of The Honors Program.

Completion of the Honors Proposal.

Approval by The Educational Policies Committee and the General Faculty.

**e) Fiscal Impact:**

To be determined.

**f) Assessment Results that led to establishing this goal:** (can be quantitative or qualitative

anecdotal outcomes)

The existing Honors curriculum is not curriculum-based.

**g) Assessment Criteria proposed to evaluate the effectiveness of goal implementation:**

Approval of a curriculum-based General Honors Program, inclusive of departmental honors, will be developed and approved by the general faculty within the 2003-2004 academic year.

**h) Process Owner(s):** [Who is (are) point person(s) for implementing this goal?]

The Director of The Honors Program, The Ad-Hoc Honors Advisory Committee, The Dean of Humanities

**i) Additional Comments?**

The Ad-Hoc Honors Advisory Committee and the Director of Honors worked diligently during the summer of 2003 to develop a curriculum-based proposal, which has now been presented to The Educational Policies Committee.

**a) Goal # XIII . (Subsumed under University Goal #10)**

**b) Statement of Goal:**

To achieve a minimum of three grants per year in The School of Humanities.

**c) Beginning Date:** August, 2004 . **Expected Completion Date:** On-going .

**d) Implementation Requirements** (brief statement of resource or other needs)

Departmental identification of programs to be funded

Identification of funding agencies

Preparation of proposals in cooperation with The Office of Research

Development, Planning and Coordination

**e) Fiscal Impact:**

No funds are needed to achieve this goal.

**f) Assessment Results that led to establishing this goal:** (can be quantitative or qualitative

anecdotal outcomes)

The University budget allocations are limited. New program ideas cannot be realized without outside funding.

**g) Assessment Criteria proposed to evaluate the effectiveness of goal implementation:**

Three grant proposals will be written and funded.

**h) Process Owner(s):** [Who is (are) point person(s) for implementing this goal?]

Department Chairs, Faculty and the Dean.

**i) Additional Comments?**

**a) Goal # XIV . (Subsumed under University Goal #1)**

**b) Statement of Goal:**

To collaborate with representatives from The Barnes Foundation to create a B.A. Degree in Transcultural Arts and facilitate programs to introduce Lincoln faculty and students to The Barnes Foundation Art Collection.

**c) Beginning Date:** August, 2003 . **Expected Completion Date:** On-going .

**d) Implementation Requirements** (brief statement of resource or other needs)

An agreement between Lincoln University and The Barnes Foundation

A series of joint meetings

**e) Fiscal Impact:**

\$50,000 per year.

**f) Assessment Results that led to establishing this goal:** (can be quantitative or qualitative anecdotal outcomes)

The discovery of the need to utilize The Barnes Foundation as an educational resource that can enhance Lincoln's programs.

**g) Assessment Criteria proposed to evaluate the effectiveness of goal implementation:**

Creation and approval of a B.A. Degree in Transcultural Arts and increased exposure of Lincoln faculty and students to The Barnes Foundation.

**h) Process Owner(s):** [Who is (are) point person(s) for implementing this goal?]

The Dean and The Lincoln-Barnes Collaborative Committee.

**i) Additional Comments?**

**a) Goal # XV. (Subsumed under University Goal #2)**

**b) Statement of Goal:**

To design a strategy that will allow the Department of Foreign Languages and Literatures to continue Arabic and Chinese Offerings.

**c) Beginning Date:** Fall, 2003.      **Expected Completion Date:** Spring, 2004.

**d) Implementation Requirements** (brief statement of resource or other needs)

Development of a plan

**e) Fiscal Impact:**

\$21,000 for part-time faculty.

**f) Assessment Results that led to establishing this goal:** (can be quantitative or qualitative anecdotal outcomes)

Enrollments in Arabic and Chinese classes at the 101-202 levels are significantly increasing in number. Low enrollments are only noticeable in the upper level courses.

**g) Assessment Criteria proposed to evaluate the effectiveness of goal implementation:**

For the 2003-2004 academic year, enrollments in 101-202 level Arabic and Chinese classes will reach a minimum of ten (10) students per class.

**h) Process Owner(s):** [Who is (are) point person(s) for implementing this goal?]  
Department Chair, Arabic and Chinese faculty

**i) Additional Comments?**

Chinese and Arabic languages are considered to be important languages on the global front today. A significant number of Lincoln students are interested in studying these languages.

# **The Graduate Studies Program**

## **I Mission**

Under the leadership of the Graduate Dean and the Graduate Council, the mission of the Graduate Studies Program is to offer “selected graduate programs to meet the needs of those living in a highly technological and global society.” To accomplish this mission, six masters degree programs are offered: The Master of Human Services, the Master of Education, the Master of Science in Administration, the Master of Science in Reading, the Master of Science in School Administration and the Master of Science in Mathematics. These programs are offered in Philadelphia at Lincoln’s Urban Center for Graduate Studies and Continuing Education.

Graduate degree programs are designed to meet the needs of urban continuing education students who are employed in human service jobs and those who teach in local and surrounding school districts. These programs are, therefore, student centered and focused on enhancing the education of traditional and non-traditional adult learners. At the graduate level, these programs further the mission of Lincoln University, the oldest Historically Black College/University in the nation, to train leaders.

## **Vision**

The Graduate studies Program will offer selected post-graduate degree programs that are characterized by current curricula that meet the needs of a diversity of adult learners in an urban setting. The focus of the Graduate Studies Program will be human service workers desiring an advanced degree through a master’s program and teachers desiring certification in their content areas, e.g. early childhood education, mathematics, biology, chemistry, physics, or in administration. All graduate programs will establish linkages with community entities, such as human service agencies and local school districts. All programs will foster an appreciation for research and analysis, as well as the use of technology.

## Current Goals

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- a) **Goal # I**. (Subsumed under University Goals # 2 & #5)
- b) **Brief Description of Goal:**  
To review existing masters programs to determine curriculum relevancy and viability.
- c) **Beginning Date:** January, 2002      **Expected Completion Date:** May, 2004  
Status: In Progress
- d) **Implementation Requirements** (brief statement of resource or other needs)  
Collection of Data on each graduate program  
Analysis of Data on each graduate program
- e) **Fiscal Impact:**  
No funds are needed to complete this task.
- f) **Assessment Criteria used to evaluate the effectiveness of achieving the outcomes:**  
Data will be collected and analyzed.
- g) **Assessment Results:** (can be quantitative or qualitative anecdotal outcomes)  
Data analysis will provide a basis for determining program continuation or deletion.
- h) **How have the results been used (or how will they be used) to make a change?**  
**e.g., to improve Student Performance or something else**  
To be determined.
- i) **Cite the Change** (and any Improvement Obtained)  
To be determined.
- j) **Recommendations (s) of new goals or resources, etc?**  
To be determined.
- k) **Process Owner(s):** (Who is (are) point person(s) for implementing these goals outcomes?)  
Program Directors and Dean
- l) **Additional Comments?**

- a) **Goal # II**. (Subsumed under University Goal #7)
- b) **Brief Description of Goal:**  
To hire two full-time tenure-track M.Ed. faculty.
- c) **Beginning Date:** January, 2002      **Expected Completion Date:** August, 2004

Status: 0% completion

- d) **Implementation Requirements** (brief statement of resource or other needs)  
Search Committee action.
  - e) **Fiscal Impact:**  
\$83,000 has been allocated for two full-time tenure-track M.Ed. positions.
  - f) **Assessment Criteria used to evaluate the effectiveness of achieving the outcomes:**  
Two full-time tenure-track faculty will be hired.
  - g) **Assessment Results:** (can be quantitative or qualitative anecdotal outcomes)  
Based on the present needs in the M.Ed. Program, M.Ed. students will sense a new commitment from the University and the applicant pool could increase.
  - h) **How have the results been used (or how will they be used) to make a change? (e.g., to improve Student Performance or something else –**  
To be determined.
  - i) **Cite the Change** (and any Improvement Obtained) -  
To be determined.
  - j) **Recommendations (s) of new goals or resources, etc?**  
To be determined.
  - k) **Process Owner(s):** (Who is (are) point person(s) for implementing these goals outcomes?)  
Program Director and Dean
  - l) **Additional Comments?**
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- a) **Goal # III . (Subsumed under Univ. Goal numbers(s) #5**
  - b) **Brief Description of Goal:**  
To increase the number of students enrolled in graduate certification programs.
  - c) **Beginning Date:** June, 2002 . **Expected Completion Date:** On-going .  
Status: For the 2003-2004 academic year, there has been a significant increase in the number of students enrolled in the program.
  - d) **Implementation Requirements** (brief statement of resource or other needs)  
Additional Admissions Personnel  
A Successful Open House at The Urban Center
  - e) **Fiscal Impact:**  
\$2,000 to \$3,000 for an Open House.

- f) Assessment Criteria used to evaluate the effectiveness of achieving the outcomes:**  
Yearly percentage increases in students entering M.Ed. programs.
- g) Assessment Results:** (can be quantitative or qualitative anecdotal outcomes)  
Results will be used to determine factors that attract students to and away from M.Ed. programs.
- h) How have the results been used (or how will they be used) to make a change? (e.g., to improve Student Performance or something else)**  
Results will be used to improve the attractability of the programs.
- i) Cite the Change (and any Improvement Obtained) -**  
To be determined.
- j) Recommendations (s) of new goals or resources, etc?**  
To be determined.
- k) Process Owner(s):** (Who is (are) point person(s) for implementing these goals outcomes?)  
Program Directors, the Graduate Council and the Admissions Office
- l) Additional Comments?**  
The new Associate Director of Admissions, Ms. Nancy Ryons, has made a positive difference.
- a) Goal # V . (Subsumed under University Goal #5)**
- b) Brief Description of Goal:**  
To develop a fast track M.Ed. program designed according to a curriculum modular system.
- c) Beginning Date:** January, 2002 .      **Expected Completion Date:** On-going .  
Status: No action
- d) Implementation Requirements** (brief statement of resource or other needs)  
A written proposal submitted by The Education Department.
- e) Fiscal Impact:**  
Increase in Revenue
- f) Assessment Criteria used to evaluate the effectiveness of achieving the outcomes:**  
An approved program
- g) Assessment Results:** (can be quantitative or qualitative anecdotal outcomes)  
An increase in the number of M.Ed. students is expected.
- h) How have the results been used (or how will they be used) to make a change? (e.g., to improve Student Performance or something else –**

To be determined.

**i) Cite the Change** (and any Improvement Obtained) -

To be determined.

**j) Recommendations (s) of new goals or resources, etc?**

To be determined.

**k) Process Owner(s):** (Who is (are) point person(s) for implementing these goals outcomes?)

The Program Director, Education Faculty and The Dean of Social Sciences and Behavioral Studies

**l) Additional Comments?**

**a) Goal # VI .(Subsumed under University Goal #3, #5)**

**b) Brief Description of Goal:**

To develop a BHS/MHS Degree Program

**c) Beginning Date:** November, 2002 . **Expected Completion Date:** On-going .

Status: An ad-hoc committee is writing a proposal for this degree program.

**d) Implementation Requirements** (brief statement of resource or other needs)

Completion of a proposal.

Approval by the appropriate University committees and the faculty.

**e) Fiscal Impact:**

Increased Revenue for Lincoln

**f) Assessment Criteria used to evaluate the effectiveness of achieving the outcomes:**

An approved degree program.

**g) Assessment Results:** (can be quantitative or qualitative anecdotal outcomes)

Results will be used to recruit students who would benefit from having a BHS/MHS Degree.

**h) How have the results been used (or how will they be used) to make a change?**

(e.g., to improve Student Performance or something else –

To be determined.

**i) Cite the Change** (and any Improvement Obtained) -

To be determined.

**j) Recommendations (s) of new goals or resources, etc?**

To be determined.

**k) Process Owner(s):** (Who is (are) point person(s) for implementing these goals

outcomes?)

The MHS Director, The Chair of the Department of Sociology and the Ad/Hoc  
Committee

**l) Additional Comments?**

## New Goals

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**a) Goal # VII .(Subsumed under University Goal #5)**

**b)Statement of Goal:**

To implement a revised M.Ed. Concentration in Biology.

**c) Beginning Date:** Immediate . **Expected Completion Date:** March, 2004 .

**d) Implementation Requirements** (brief statement of resource or other needs)

Development of a revised curriculum to be presented for final approval by the general faculty.

**e) Fiscal Impact:**

\$1500 for instructional materials.

**f) Assessment Results that led to establishing this goal:** (can be quantitative or qualitative anecdotal outcomes)

A review of the present graduate biology curriculum revealed that existing courses do not address the curriculum needs of biology teachers in the public schools or meet certification standards.

**g) Assessment Criteria proposed to evaluate the effectiveness of goal implementation:**

An approved revised curriculum compatible with PA Department of Education standards.

**h) Process Owner(s):** [Who is (are) point person(s) for implementing this goal?]

The Chair of the Biology Department and biology faculty.

**i) Additional Comments?**

**a) Goal # VIII . (Subsumed under University Goal #2)**

**b)Statement of Goal:**

To restructure and re-engineer the Budgeting and Finance (B & F) concentration in the MSA Program

**c) Beginning Date:** December 1, 2003. **Expected Completion Date:** April 30, 2004 .

**d) Implementation Requirements** (brief statement of resource or other needs)

Evaluate finance curricula at majority and HBCU institutions.

Construction of a curriculum that is market, student and institution driven.

**e) Fiscal Impact:**

\$1,000 for research

\$9,000 per semester allocation for faculty salaries.

**f) Assessment Results that led to establishing this goal:** (can be quantitative or qualitative anecdotal outcomes)

The present Budget and Finance curriculum is inappropriate.

**g) Assessment Criteria proposed to evaluate the effectiveness of goal implementation:**

Number of students who apply and are admitted into the finance concentration.

Number of students who graduate from the program.

**h) Process Owner(s):** [Who is (are) point person(s) for implementing this goal?]

Dr. W. Dadson, Dr. G. Ramdas and Dr. O. Richards.

**i) Additional Comments?**

**a) Goal # IX .(Subsumed under University Goals #2 & #6)**

**b) Statement of Goal:**

To develop a special track within the MHS Curriculum for students interested in licensure as professional counselors.

**c) Beginning Date:** January, 2004.      **Expected Completion Date:** Fall, 2004 .

**d) Implementation Requirements** (brief statement of resource or other needs)

A new certificate program proposal.

**e) Fiscal Impact:**

Budget for assessment instruments and other relevant course materials: \$5000

**f) Assessment Results that led to establishing this goal:** (can be quantitative or qualitative anecdotal outcomes)

Results of informal and formal data from alumni and other stakeholders.

**g) Assessment Criteria proposed to evaluate the effectiveness of goal implementation:**

Number of MHS graduates who obtain licensure over a three year period after completing the certificate program.

**h) Process Owner(s):** [Who is (are) point person(s) for implementing this goal?]

MHS Director, MHS faculty, undergraduate faculty from Psychology, Sociology/Anthropology and HPER

**i) Additional Comments?**

## **Achievements: 2002-2003**

### (Humanities)

- Departmental Assessment Plans
- Departmental Writing Assessment Plans
- Approval of a Journalism Concentration in the Communications Program
- Communications Identified as a Center of Excellence
- New Graphic Arts Lab
- Sponsorship of The Summer Languages Institute for Intensive Language Study
- Highest Graduate Rate for Philosophy and Religion Majors in May, 2003
- Organization of a Concert Band
- Appointment of an Assistant Professor of Spanish

### (Graduate Studies)

- Establishment of The Graduate Council
- Appointment of an Assistant to the Dean for Urban Center Programs
- Faculty Approval of an M.Ed. Secondary Math Concentration
- Approval to Hire Two Assistant Professors of Education in the M.Ed. Program
- Inauguration of the First Graduate Awards Ceremony
- Activation of Ad Hoc MHS Committees to Adjust MHS Course Titles to Reflect Course Content and to Develop a Proposal to Implement an BHS/MHS Degree Program