University-wide Research

Detailed Assessment Report
2013-2014

Mission / Purpose
As part of its overall mission, the University of West Alabama encourages faculty to be "committed to providing leadership and fostering positive growth throughout West Alabama through research and public service, with primary emphasis on that which meets the educational, social, cultural, and economic needs of the region." Although primary emphasis may be placed on the immediate region, the University encourages applied and pure research that furthers the knowledge base of a faculty member's discipline and results in publications, presentations, and/or papers as well as research leading to grant proposals in coordination with the Office of Sponsored Programs. Moreover, faculty are encouraged to engage students in research opportunities when appropriate in order to enrich the students' academic experience. Research leading to publication, presentations, and/or papers or to grants is one of the assessment criteria considered in the promotion and tenure of faculty.

I. Goals and Outcomes/Objectives, with Any Associations and Related Measures, Targets, Findings, and Action Plans

A. Goal: Address the educational, social, cultural, and economic issues of the region
Address the major educational, social, cultural, and economic issues of the region and in doing so promote a positive image of the institution and the area.

1. Objective: Educational research
Faculty and/or students will participate in and seek funding for research that addresses the educational needs of the region.

   a. Measure: Research impacting educational needs
Researchers will conduct research aimed at improving teaching skills, increasing knowledge of particular course subject matter, and/or otherwise impacting the educational needs of the region.

   1. Achievement Target:
Research efforts will lead to publication, presentation, scholarly papers, or services/projects.

   2. Findings (2013-2014) - Target: Partially Met

   Department of Curriculum and Instruction: 2013-2014:
Scholarly Research- Ten faculty members conducted seventeen research projects, including the submission of four professional books, papers, and/or articles and thirteen presentations at nine conferences. Topics included, but are not limited to, "Unspeakable Offenses: Untangling Race and Disability Discourses of Intersectionality," "Boosting Effective Teacher-Child Interactions with CLASS," and "Classroom Chats: With or Without Me."

   Department of Instructional Leadership and Support: 2013-2014:
Scholarly Research- Eight faculty members conducted twenty-nine research projects, including the submission of nine professional books, papers, and/or articles and twenty presentations at sixteen conferences. Topics included, but are not limited to, "Make Connections! Increase Your Professional Learning Network with Technology," "Effectiveness and Impact of PRAXIS Preparation Workshops on Student Pass Rates," and "Grant Writing to Support STEM."
Department of Physical Education and Athletic Training: 2013-2014:
Scholarly Research- Five faculty members conducted eighteen research projects, including the submission of four professional books, papers, and/or articles and fourteen presentations at eleven conferences. Topics included, but are not limited to, "Life History of an Exemplary American Female Physical Education Teacher," "Manual of Structural Kinesiology," and "Case Study: Spontaneous Pneumothorax."

Department of Accounting, Finance, and Economics: 2013-2014:
Scholarly Research- Four faculty members conducted eight research projects, including the submission of one professional book, paper, and/or article and seven presentations at four conferences. Topics included, but are not limited to, "Estimating Students' and Teachers' Perceptions of Academic Dishonesty," "Finance Lab Panel-Lessons Learned in Implementing a Trading Room," and "Financial Crisis and Crowding-Out Effect with Contagion-Effect."

Department of Business Administration, Management, & Marketing: 2013-2014:
Scholarly Research- One faculty member conducted two research projects, including two presentations at two conferences. Topics included "Economic Development and Sustainer seminar" and "Leadership and Management Training Seminar."

Department of Computer Information Systems and Technology: 2013-2014:
Scholarly Research- Six faculty members conducted twelve research projects, including the submission of five professional books, papers, and/or articles and seven presentations at six conferences. Topics included "A Proposed Relationship between Time and Load to Quantify Fatigue," "Using GIS for Recruiting in Higher Education," and "Introduction to Homeland Security."

Department of Biological and Environmental Sciences: 2013-2014:
Scholarly Research- Four faculty members conducted twenty five research projects, including the submission of five professional books, papers, and/or articles and twenty presentations at fifteen conferences. Five students were involved in various research projects. Topics included, but are not limited to, "A pilot study of the effects of environmental and physiological stress on the conjunctival bacteria of college student contact wearers," "Two vascular plant species new to the Alabama flora," and "An examination of fish communities in an Alabama salt marsh with consideration of impacts from the Deepwater Horizon oil spill disaster."

Department of Mathematics: 2013-2014:
Scholarly Research- Three faculty members conducted three research projects, including the submission of two professional books, papers, and/or articles and one presentation at one conference. Topics included "Quiver Algebras of Coverings and Twisted Tensor Products," "Mathematics in the Cards," and "Heartless: A Journey to Second Earth."

Department of Behavioral Sciences: 2013-2014:
Scholarly Research- Three faculty members conducted twenty research projects, including the submission of eight professional books, papers, and/or articles and twelve presentations at twelve conferences. Thirteen students assisted in the various research projects. Topics included, but are not limited to, "Electromyographic analysis of responses to third person intergroup threat," "Challenges and Disparities in Gender Studies," and "Propaganda and prejudice in the Holocaust."

Department of Fine Arts: 2013-2014:
Scholarly Research- One faculty member conducted one research project, including one presentation at one conference. Topic was "Platter Production."
**Department of History and Social Sciences: 2013-2014:**
Scholarly Research- Five faculty members conducted ten research projects, including the submission of four professional books, papers, and/or articles and six presentations at six conferences. Topics included, but are not limited to, "Black Belt Visions: A Cultural History of the Black Belt," "Review of Recent Developments in Southeastern Archaeology: From Colonization to Complexity," and "The Road to Oblivion: The Loss of Historical Memory of the Great War in Film."

**Department of Languages and Literature: 2013-2014:**
Scholarly Research- Nine faculty members conducted forty-three research projects, including the submission of twenty-two professional books, papers, and/or articles and twenty-one presentations at eighteen conferences. Three students assisted in the various research projects. Topics included, but are not limited to, "Language Learning and the Spanish Educator's Self: Deep Storytelling," "Florida's Haunted Big Bend," and "Athletes Who Sparkle: Stereotypes in the Televised Coverage of the 2010 Olympic Figure Skating Events."

**Division of Nursing: 2013-2014:**
Scholarly Research: All division faculty conducted two continuing education workshops for local nurses.

**Division of Educational Outreach: 2013-2014:**
Scholarly Research: Four faculty/staff members conducted eleven research projects, including the submission of five professional books, papers, and/or articles and six presentations at six conferences. Twelve students assisted with the various research projects. Topics included, but are not limited to, "Designing Interpretive Programs for Special Education Audiences," "Review of Recent Developments in Southeastern Archaeology: From Colonization to Complexity," and "The Life and Times of Ruby Pickens Tartt."

**Julia Tutwiler Library: 2013-2014:**
Scholarly Research- Six faculty/staff members conducted six research projects, including the submission of four professional books, papers, and/or articles and two presentations at two conferences. Topics included, but are not limited to, "Setting up a Basic Family Tree," "Stone Soldiers in Alabama," and "Exploring Mentoring: Professional Development Through Relationship Building."

**Institutional Effectiveness: 2013-2014:**
Scholarly Research- Two staff members conducted four research projects, including four presentations at four conferences. Topics included "What Every IR Rookie Should Know: Class of 2014," "Excel Advanced Time Saving Tips," and "The University Fact Book."

3. **Action Plan:**
   Faculty and staff will continually engage in research
   Faculty and staff from all four colleges and the Division of Nursing will continually engage in research impacting the following: cultural awareness of the region; educational needs; discipline-specific areas; economic issues of the region; and regionally relevant social issues. Each year, faculty and staff will be encouraged to increase the number of research projects conducted. Faculty and staff will also actively engage students in their research, allowing the students to gain hands-on experience in conducting, formulating, and presenting research within their field of study.

**Established in Cycle:** 2013-2014
**Implementation Status:** In-Progress
**Priority:** High

**Relationships (Measure | Outcome/Objective):**  
Implementation Description: Faculty and staff engage actively engage in research.

**b. Measure: Acquire funding for research in all areas**

Individuals will seek funding in order to conduct research that leads to further study and/or projects/services. Research conducted will have primary emphasis placed on subjects that identify or meet the educational, social, cultural, and economic needs of the region. The Office of Sponsored Programs will assist faculty and staff in submitting grant proposals for external funding. Internal grant programs such as the Teaching Excellence Grants, Service Learning Grants, and University Research Grants will provide some internal funding for research.

**1. Achievement Target:**
Secure funding for educational research and related projects.

**2. Findings (2013-2014) - Target: Partially Met**

For the 2013-2014 academic year, in the College of Education's Department of Physical Education and Athletic Training, Dr. R.T. Floyd and staff continued the implementation of an Athletic Training Outreach Grant from E. Lyle Cain, Jr, M.D., Champion Sports Medicine, and St. Vincent's Hospital, Birmingham in the amount of $330,000 over a five-year period. Dr. Floyd also received continued support from the St. Vincent's Birmingham Sports Medicine Grant in the amount of $20,000 for athletic training personnel. In addition, Dr. Floyd and staff continued the implementation of a Jeff Anderson Regional Medical Center grant in the amount of $15,000 for utilization in funding athletic training students to travel to Meridian for clinical experiences. With regards to internal grants, Dr. James Robinson received an internal UWA Teaching Excellence Grant in the amount of $1,000 to host a Student-Athlete Mental Wellness Workshop. In the Department of Instructional Leadership and Support, Dr. Reenay Rogers, in collaboration with faculty from the College of Natural Sciences and Mathematics and the College of Business, continued implementation of the Project Engage grant, awarded by the U.S. Department of Education. The grant was awarded in the amount of $701,651 ($233,883.67 divided) over a span of three years. The grant's purpose is to recruit and retain students from populations which are typically underrepresented in science, technology, engineering, and mathematics fields. In the Department of Curriculum and Instruction, Dr. Melina Vaughan received two internal grants: a UWA Teaching Excellence Grant in the amount of $1,000 for Assessment and Professional Development to Enhance Teacher-Student Interactions through the utilization of the Classroom Assessment Scoring System (and) a UWA Service Learning Grant in the amount of $1,000 for ED300 and Dr. Seuss Day at Livingston Junior High School. In the College of Liberal Arts' Department of Languages and Literature, Dr. Alan Brown received an Alabama Humanities Foundation grant in the amount of $1,400 in support of the Sucharnochee Folklife Festival. Dr. Brown also received an internal University Research Grant in the amount of $1,000 for a Ghost Story Collecting Trip to the Grand Detour. Dr. Amy Jones received an internal UWA Service Learning Grant in the amount of $942 for The "Turning Point" Capstone Experience. Dr. Tina Jones received an internal UWA Service Learning Grant in the amount of $921.25 in support of Media Maniacs: Creating an Effective Public Relations Campaign. Dr. Tina Jones also received a grant from the U.S. Forestry Service in the amount of $5,000 for the installation of the Black Belt Heritage Area Interpretative Signs. Dr. Tina Jones was also awarded a grant through the Federal Highway Administration (but administered through the Alabama Department of Transportation) for the BYWAYS Project - Black Belt Nature and Heritage Trail. The award was for $340,000 with $90,773 as an in-kind match from UWA for a total award of $430,773. In the Department of Behavioral Sciences, Dr. Joy Cauthron...
received an internal UWA Teaching Excellence Grant in the amount of $478 for research relating to "There's More Than One Way to Build a Brain: Using Novelty of Experiences and Active Learning to Enhance Understanding of Brain Structure." Dr. Nicole Farris also received an internal University Research Grant in the amount of $1,000 for research relating to "Narrowing the Pipeline? Assessing Female Participation in STEM." In the College of Natural Sciences and Mathematics' Department of Biological and Environmental Sciences, Dr. John McCall received an internal UWA Faculty Research Grant in the amount of $1,000 in support of research relating to "Differentiation of Isolated Populations of a Salt Marsh Fish." Dr. McCall also was co-principal investigator on the Biology Opportunities and Scholarships for Success (BOSS) Project. The grant was awarded by the National Science Foundation in the amount of $600,000 ($120,000 divided) over a five-year period. Dr. Jeffery Merida was re-awarded a grant for the PBI Bloom Project in the amount of $40,000, which allows summer laboratory techniques workshops to be conducted with students from area high schools. Dr. Kevin Morse also received an internal UWA Service Learning Grant in the amount of $1,000 in support of research relating to "Public Health Issues Determining Sources of E. Coli in the Cahaba River." In the College of Business' Department of Computer Information Systems and Technology, Drs. Donnie Cobb and Balu Gokaraju served as co-principal investigators for the ESRI and PCI Geomatics Natural Resource Imagery Grant in the amount of $100,000. Dr. Gokaraju also received a grant in the amount of $200,000 for the Greene County Career Center's Advanced Manufacturing and Production Technology Training program. For the Division of Nursing, Marsha Cannon received an internal UWA Teaching Excellence Grant in the amount of $1,000 in support of research relating to "Strategies to Facilitate Nursing Students' Success." For the Division of Educational Outreach, Brian Mast received a grant from the Tombigbee RC&D Council in the amount of $3,363 to support the Fort Tombecbe Living History Project. Mast also received an Alabama Humanities Foundation grant in the amount of $742 for the support of travel to AWF for two programs, Museum of Mobile and Moundville Archeological Park. Mast received a Professional Disc Golf Association grant in the amount of $500 for materials to be used by intramurals for students and staff, which is part of a larger effort to rehabilitate course and turn it into a nature trail. Monica Moore received a grant from the Tombigbee RC&D and the Black Belt Community Foundation in the amount of $2,900 to support the Children's Patchwork History Project. TOTAL GRANTS= 26; TOTAL FUNDING= $1,513,902.92 (internal: $10,341.25 and external: $1,503,561.67)

3. Action Plan:
   Increase funding of federal and other organizational grant applications
   The Office of Sponsored Programs will work to submit a greater number of federal proposals, as well as other organizational grants. OSP will also offer faculty and staff more workshops on federal applications and federal grant writing techniques.
   Established in Cycle: 2011-2012
   Implementation Status: In-Progress
   Priority: High
   Implementation Description: Office of Sponsored Programs will work to increase workshops for faculty and staff
   Responsible Person/Group: OSP
   Implementation Notes:
   2/3/2015 OSP will continue to work with faculty and staff to increase the number of successfully submitted and fully funded federal and other organizational grant applications.

2. Objective: Economic research
Faculty and/or students will generate studies and conduct research to impact the economic needs and/or economic development of the region.

a. **Measure: Acquire funding for research in all areas**
   Individuals will seek funding in order to conduct research that leads to further study and/or projects/services. Research conducted will have primary emphasis placed on subjects that identify or meet the educational, social, cultural, and economic needs of the region. The Office of Sponsored Programs will assist faculty and staff in submitting grant proposals for external funding. Internal grant programs such as the Teaching Excellence Grants, Service Learning Grants, and University Research Grants will provide some internal funding for research.

1. **Achievement Target:**
   Secure funding for studies on the economic needs of the region. Secure funding for research that may lead to projects and/or services that can impact the economic development of the region.

2. **Findings (2013-2014) - Target: Partially Met**
   For the 2013-2014 academic year, in the College of Liberal Arts Department of History and Social Sciences, Dr. Valerie Burnes received a grant from the Federal Highway Administration in the amount of $96,950 for the Covered Bridge Restoration Phase II. In the College of Natural Sciences and Mathematics Department of Biological and Environmental Sciences, Dr. John McCall was co-principal investigator on the Biology Opportunities and Scholarships for Success (BOSS) Project. The grant was awarded by the National Science Foundation in the amount of $600,000 ($120,000 divided) over a five-year period. In the College of Business Department of Computer Information Systems and Technology, Dr. Wayne Bedford received a grant from the U.S. Department of Labor in the amount of $458,164 for the Applied Manufacturing Technology Training Program. Drs. Donnie Cobb and Balu Gokaraju served as co-principal investigators for the ESRI and PCI Geomatics Natural Resource Imagery Grant in the amount of $100,000. Drs. Cobb and Gokaraju also received the Automotive Equipment Grant from the Delta Regional Authority in the amount of $100,500. Dr. Gokaraju received a grant in the amount of $200,000 for the Greene County Career Center's Advanced Manufacturing and Production Technology Training program. In the Department of Business Administration, Management, and Marketing, Dr. Aliquippa Allen received the Demopolis Area Habitat for Humanity, Inc. grant in the amount of $65,000. Dr. Janie Gregg also received the Enactus Sam's Club Step-up for Small Business grant in the amount of $1,500 and the Enactus and Walmart Women's Economic Empowerment grant in the amount of $1,500. TOTAL GRANTS= 9; TOTAL FUNDING= $1,143,614 (external)

3. **Action Plan:**
   **Increase funding of federal and other organizational grant applications**
   The Office of Sponsored Programs will work to submit a greater number of federal proposals, as well as other organizational grants. OSP will also offer faculty and staff more workshops on federal applications and federal grant writing techniques.
   **Established in Cycle:** 2011-2012
   **Implementation Status:** In-Progress
   **Priority:** High
   **Implementation Description:** Office of Sponsored Programs will work to increase workshops for faculty and staff
   **Responsible Person/Group:** OSP
   **Implementation Notes:**
2/3/2015  OSP will continue to work with faculty and staff to increase the number of successfully submitted and fully funded federal and other organizational grant applications.

b. Measure: Research on economic issues of the region
Researchers will design and conduct projects that may lead to publication, presentations, and/or scholarly papers regarding the economic needs and/or development of the region.

1. Target:
Research efforts will lead to publication, presentation, scholarly papers, or services/projects.

2. Findings (2013-2014) - Target: Partially Met

**Department of Accounting, Finance, and Economics: 2013-2014:**
Scholarly Research- Two faculty members conducted three research projects, including the submission of one professional book, paper, and/or article and two presentations at one conference. Topics included "Estimating the Impact of School Competitiveness Ranking on Student Loan Default Rates: An Empirical Study," "The Effects of Savings and Investment Differentials on Current Account Balance: The Case of Selected African Countries," and "Financial Crisis and Crowding-Out Effect with Contagion-Effect."

**Department of Business Administration, Management, & Marketing: 2013-2014:**
Scholarly Research- One faculty member conducted one research project, including one presentation at one conference. Topic was "Economic Development and Sustainment seminar."

**Department of Behavioral Sciences: 2013-2014:**
Scholarly Research- One faculty member conducted one research project, including the submission of one professional book, paper, and/or article. Topic was "Role models or criminals? The effects of race and severity of criminal activity on audience perceptions of professional athletes."

3. Action Plan:
Faculty and staff will continually engage in research
Faculty and staff from all four colleges and the Division of Nursing will continually engage in research impacting the following: cultural awareness of the region; educational needs; discipline-specific areas; economic issues of the region; and regionally relevant social issues. Each year, faculty and staff will be encouraged to increase the number of research projects conducted. Faculty and staff will also actively engage students in their research, allowing the students to gain hands-on experience in conducting, formulating, and presenting research within their field of study.

**Established in Cycle:** 2013-2014
**Implementation Status:** In-Progress
**Priority:** High
**Implementation Description:** Faculty and staff engage actively engage in research.

3. Objective: Social research
Faculty and/or students will conduct research on regionally relevant social issues.

a. Measure: Acquire funding for research in all areas
Individuals will seek funding in order to conduct research that leads to further study and/or projects/services. Research conducted will have primary emphasis placed on subjects that identify or meet the educational, social, cultural, and economic needs of the region. The Office of Sponsored Programs will assist faculty and staff in submitting grant
proposals for external funding. Internal grant programs such as the Teaching Excellence Grants, Service Learning Grants, and University Research Grants will provide some internal funding for research.

1. **Achievement Target:**
   Secure funding for research on regionally relevant social issues as well as funding for projects or services that result from research and grant proposals.

2. **Findings (2013-2014) - Target: Partially Met**
   For the 2013-2014 academic year, in the College of Education's Department of Instructional Leadership and Support, Dr. Ann Hollingsworth received an internal UWA Service Learning Grant in the amount of $206 for research on Obesity Prevention through Cognitive-Behavioral and Impact Therapy Techniques. In the College of Liberal Arts' Department of Languages and Literature, Dr. Tina Jones received an internal UWA Service Learning Grant in the amount of $921.25 in support of Media Maniacs: Creating an Effective Public Relations Campaign. In the Department of Behavioral Sciences, Dr. Nicole Farris received an internal University Research Grant in the amount of $1,000 for research relating to "Narrowing the Pipeline? Assessing Female Participation in STEM." In the College of Natural Sciences and Mathematics' Department of Biological and Environmental Sciences, Dr. Kevin Morse received an internal UWA Service Learning Grant in the amount of $1,000 in support of research relating to "Public Health Issues Determining Sources of E. Coli in the Cahaba River." In the College of Business' Department of Computer Information Systems and Technology, Dr. Balu Gokaraju received a grant in the amount of $200,000 for the Greene County Career Center's Advanced Manufacturing and Production Technology Training program. For the Division of Educational Outreach, Brian Mast received a Professional Disc Golf Association grant in the amount of $500 for materials to be used by intramurals for students and staff, which is part of a larger effort to rehabilitate course and turn it into a nature trail. TOTAL GRANTS= 6; TOTAL FUNDING= $203,627.25 (internal: $3,127.25 and external: $200,500)

3. **Action Plan:**
   Increase funding of federal and other organizational grant applications
   The Office of Sponsored Programs will work to submit a greater number of federal proposals, as well as other organizational grants. OSP will also offer faculty and staff more workshops on federal applications and federal grant writing techniques.
   **Established in Cycle:** 2011-2012
   **Implementation Status:** In-Progress
   **Priority:** High
   **Implementation Description:** Office of Sponsored Programs will work to increase workshops for faculty and staff
   **Responsible Person/Group:** OSP
   **Implementation Notes:**
   **2/3/2015** OSP will continue to work with faculty and staff to increase the number of successfully submitted and fully funded federal and other organizational grant applications.

b. **Measure: Research on regionally relevant social issues**
Researchers will implement studies on regionally relevant social issues leading to publication, presentations, and/or papers.

1. **Achievement Target:**
   Research efforts will lead to publication, presentation, scholarly papers, or services/projects.
2. Findings (2013-2014) - Target: Partially Met

**Department of Instructional Leadership and Support: 2013-2014:**
Scholarly Research- Three faculty members conducted seven research projects, including the submission of four professional books, papers, and/or articles and three presentations at three conferences. Topics included, but are not limited to, "Needs Assessment," "Holistic Wellness: Preparing our Youth for the Future," and "Women's Pathways to the University Presidency."

**Department of Accounting, Finance, and Economics: 2013-2014:**
Scholarly Research- One faculty member conducted one research project, including one presentation at one conference. Topic was "Estimating Consumer Demand for Information Attributes Using Twitter Data."

**Department of Biological and Environmental Sciences: 2013-2014:**
Scholarly Research- Two faculty members conducted two research projects, including two presentations at two conferences. Topics were "An examination of fish communities in an Alabama salt marsh with consideration of impacts from the Deepwater Horizon oil spill disaster" and "Climate Changes and Food Production."

**Department of Behavioral Sciences: 2013-2014:**
Scholarly Research- Three faculty members conducted twenty research projects, including the submission of eight professional books, papers, and/or articles and twelve presentations at twelve conferences. Thirteen students assisted in the various research projects. Topics included, but are not limited to, "Electromyographic analysis of responses to third person intergroup threat," "Challenges and Disparities in Gender Studies," and "Propaganda and prejudice in the Holocaust."

**Department of History and Social Sciences: 2013-2014:**
Scholarly Research- One faculty member conducted two research projects, including two presentations at two conferences. Topics were "The Truth of Historical Films" and "The Cooperative Relationship of Consumer and Producer in Art."

**Department of Languages and Literature: 2013-2014:**
Scholarly Research- One faculty member conducted seven research projects, including the submission of three professional books, papers, and/or articles and four presentations at three conferences. Three students assisted in the various research projects. Topics included, but are not limited to, "A Forgotten Tweet: Somalia and Social Media," "Broken: The Portrayal of Non-Traditional Families on Television," and "It's a Mean World: How Televised Tragedies Influence America's Youth."

**Division of Educational Outreach: 2013-2014:**
Scholarly Research- One faculty member conducted one research project, including one presentation at one conference. Topic was "Universities and Local History: Building Connections."

**Julia Tutwiler Library: 2013-2014:**
Scholarly Research- One staff member conducted three research projects, including the submission of three professional books, papers, and/or articles. Topics were "Reflections on Mentoring: A Closer Look at One Successful Pairing," "Being the Best Mentee You Can Be," and "Exploring Mentoring: Professional Development Through Relationship Building."

3. Action Plan:
Faculty and staff will continually engage in research
Faculty and staff from all four colleges and the Division of Nursing will continually engage in research impacting the following: cultural awareness of the region; educational needs; discipline-specific areas; economic issues of the region; and regionally relevant social issues. Each year, faculty and staff will be encouraged to increase the number of research projects conducted. Faculty and staff will also actively engage students in their research, allowing the students to gain hands-on experience in conducting, formulating, and presenting research within their field of study.

Established in Cycle: 2013-2014
Implementation Status: In-Progress
Priority: High
Implementation Description: Faculty and staff engage actively engage in research.

4. Objective: Cultural research
Faculty and/or students will design and implement research on the region in order to impact and increase cultural awareness.

a. Measure: Acquire funding for research in all areas
Individuals will seek funding in order to conduct research that leads to further study and/or projects/services. Research conducted will have primary emphasis placed on subjects that identify or meet the educational, social, cultural, and economic needs of the region. The Office of Sponsored Programs will assist faculty and staff in submitting grant proposals for external funding. Internal grant programs such as the Teaching Excellence Grants, Service Learning Grants, and University Research Grants will provide some internal funding for research.

1. Achievement Target:
Secure funding for cultural research proposals and projects that result from the research related to proposals.

2. Findings (2013-2014) - Target: Partially Met
For the 2013-2014 academic year, in the College of Education's Department of Curriculum and Instruction, Dr. Andrea Minear received an internal UWA Teaching Excellence Grant in the amount of $710 for the Waste Not-Want Note Action Research Project at the UWA Campus School. In the College of Liberal Arts’ Department of Languages and Literature, Dr. Alan Brown received an Alabama Humanities Foundation grant in the amount of $1,400 in support of the Sucharnochee Folklife Festival. Dr. Brown also received an internal University Research Grant in the amount of $1,000 for a Ghost Story Collecting Trip to the Grand Detour. Dr. Tina Jones received a grant from the U.S. Forestry Service in the amount of $5,000 for the installation of the Black Belt Heritage Area Interpretative Signs. Dr. Tina Jones was also awarded a grant through the Federal Highway Administration (but administered through the Alabama Department of Transportation) for the BYWAYS Project- Black Belt Nature and Heritage Trail. The award was for $340,000 with $90,773 as an in-kind match from UWA for a total award of $430,773. In the Department of Fine Arts, Jessica Smith received an Individual Artist Grant from the Alabama State Council on the Arts in the amount of $5,000. In the Department of History and Social Sciences, Dr. Valerie Burnes received a grant from the Federal Highway Administration in the amount of $96,950 for the Covered Bridge Restoration Phase II. Dr. Chris Haveman received an internal UWA University Research grant in the amount of $1,000 for research relating to "Some One Must Have Told Her That I Meant to Run Away With Her: The Indomitable Women of the Creek Removal Era, 1825-1838." In the Department of Behavioral Sciences, Dr. Nicole Farris received an internal University Research Grant in the amount of $1,000 for research relating to "Narrowing the Pipeline? Assessing Female Participation in STEM." In the College of Natural
Sciences and Mathematics’ Department of Mathematics, Micky Smith received a grant in the amount of $4,000 in support of the Sumter/Marengo Water Festival. In the Department of Business Administration, Management, and Marketing, Dr. Janie Gregg received the Enactus Sam’s Club Step-up for Small Business grant in the amount of $1,500 and the Enactus and Walmart Women’s Economic Empowerment grant in the amount of $1,500. For the Division of Educational Outreach, Brian Mast received a grant from the Tombigbee RC&D Council in the amount of $3,363 to support the Fort Tombecbe Living History Project. Mast also received an Alabama Humanities Foundation grant in the amount of $742 for the support of travel to AWF for two programs, Museum of Mobile and Moundville Archeological Park. Mast received a Professional Disc Golf Association grant in the amount of $500 for materials to be used by intramurals for students and staff, which is part of a larger effort to rehabilitate course and turn it into a nature trail. Monica Moore received a grant from the Tombigbee RC&D and the Black Belt Community Foundation in the amount of $2,900 to support the Children’s Patchwork History Project. For the Julia Tutwiler Library, Christine Loehr received a grant from the Black Belt Community Foundation in the amount of $2,000 for the Harvest Festival of Song at York Presbyterian Church.

**TOTAL GRANTS= 17; TOTAL FUNDING= $559,338 (internal: $3,710 and external: $555,628)**

### 3. Action Plan:

**Increase funding of federal and other organizational grant applications**

The Office of Sponsored Programs will work to submit a greater number of federal proposals, as well as other organizational grants. OSP will also offer faculty and staff more workshops on federal applications and federal grant writing techniques.

- **Established in Cycle:** 2011-2012
- **Implementation Status:** In-Progress
- **Priority:** High
- **Implementation Description:** Office of Sponsored Programs will work to increase workshops for faculty and staff
- **Responsible Person/Group:** OSP
- **Implementation Notes:**
  
  2/3/2015  OSP will continue to work with faculty and staff to increase the number of successfully submitted and fully funded federal and other organizational grant applications.

### b. Measure: Research impacting cultural awareness of the region

Research proposals will be designed and implemented by faculty and/or students to impact and increase cultural awareness within the region.

1. **Achievement Target:**

   Research efforts will lead to publication, presentation, scholarly papers, or services/projects.

2. **Findings (2013-2014) - Target: Partially Met**

   - **Department of Instructional Leadership and Support: 2013-2014:**
     Scholarly Research- One faculty member conducted two research projects, including the submission of two professional books, papers, and/or articles. Topics included "Needs Assessment" and "Turning the Page."

   - **Department of Physical Education and Athletic Training: 2013-2014:**
     Scholarly Research- Two faculty members conducted three research projects, including the submission of one professional book, paper, and/or article and two presentations at conferences. Topics included "Legacy of a Pioneer African American
Educator," "Life History of an Exemplary American Female Physical Education Teacher," and "Priorities for Action on a National Level."

**Department of Accounting, Finance, and Economics: 2013-2014:**
Scholarly Research- One faculty member conducted two research projects, including two presentations at one conference. Topics were "Estimating the Impact of School Competitiveness Ranking on Student Loan Default Rates: An Empirical Study" and "Estimating Consumer Demand for Information Attributes Using Twitter Data."

**Department of Biological and Environmental Sciences: 2013-2014:**
Scholarly Research- One faculty member conducted one research project, including one professional article. One student was involved in the research project. Topic was "Prevalence and susceptibility of multiple antimicrobial-resistant E.coli in the Factory Creek watershed, Sumter County, Alabama."

**Department of Behavioral Sciences: 2013-2014:**
Scholarly Research- Three faculty members conducted seventeen research projects, including the submission of five professional books, papers, and/or articles and twelve presentations at twelve conferences. Ten students assisted in the various research projects. Topics included, but are not limited to, "Handbook on Facial Expression of Emotion," "The Family and Social Change in Chinese Societies," and "An investigation of language accent's influence on psychological and emotional reactions."

**Department of Fine Arts: 2013-2014:**
Scholarly Research- One faculty member conducted one research project, including one presentation at one conference. Topic was "Platter Production."

**Department of History and Social Sciences: 2013-2014:**
Scholarly Research- Four faculty members conducted seven research projects, including the submission of three professional books, papers, and/or articles and four presentations at four conferences. Topics included, but are not limited to, "Behavioral, Environmental, and Applied Aspects of Molluscan Assemblages from the Lower Tombigbee River," "Churchill, Movies, and Writing," and "The Cooperative Relationship of Consumer and Producer in Art."

**Department of Languages and Literature: 2013-2014:**
Scholarly Research- Four faculty members conducted twenty-three research projects, including the submission of ten professional books, papers, and/or articles and thirteen presentations at ten conferences. Three students assisted with the various research projects. Topics included, but are not limited to, "Ghosts of Florida's Gulf Coast," "The 'Reel' South: Stereotypes of Southern Culture in American Films," and "Alabama Women: Their Lives and Times."

**Division of Educational Outreach: 2013-2014:**
Scholarly Research- Three faculty/staff members conducted ten research projects, including the submission of four professional books, papers, and/or articles and six presentations at six conferences. Ten students assisted with the various research projects. Topics included "Palace of Culture: Andrew Carnegie's Museums and Library in Pittsburgh," "Behavioral, Environmental, and Applied Aspects of Molluscan Assemblages from the Lower Tombigbee River," and "Field work with Alabama fossils."

**Julia Tutwiler Library: 2013-2014:**
Scholarly Research- One staff member conducted three research projects, including the submission of three professional books, papers, and/or articles. Topics were "Reflections on Mentoring: A Closer Look at One Successful Pairing," "Being the Best Mentee You Can Be," and "Exploring Mentoring: Professional Development Through Relationship Building."

3. Action Plan:
   Faculty and staff will continually engage in research
   Faculty and staff from all four colleges and the Division of Nursing will continually engage in research impacting the following: cultural awareness of the region; educational needs; discipline-specific areas; economic issues of the region; and regionally relevant social issues. Each year, faculty and staff will be encouraged to increase the number of research projects conducted. Faculty and staff will also actively engage students in their research, allowing the students to gain hands-on experience in conducting, formulating, and presenting research within their field of study.
   Established in Cycle: 2013-2014
   Implementation Status: In-Progress
   Priority: High
   Implementation Description: Faculty and staff engage actively in research.

5. Objective: Basic or applied research in discipline-specific areas
   Faculty and/or students will engage in basic or applied research in discipline-specific areas of concentration.

   a. Measure: Acquire funding for research in all areas
      Individuals will seek funding in order to conduct research that leads to further study and/or projects/services. Research conducted will have primary emphasis placed on subjects that identify or meet the educational, social, cultural, and economic needs of the region. The Office of Sponsored Programs will assist faculty and staff in submitting grant proposals for external funding. Internal grant programs such as the Teaching Excellence Grants, Service Learning Grants, and University Research Grants will provide some internal funding for research.

1. Achievement Target:
   Secure funding for basic or applied research proposals and projects in discipline-specific areas of concentration.

2. Findings (2013-2014) - Target: Partially Met
   For the 2013-2014 academic year, in the College of Education's Department of Physical Education and Athletic Training, Dr. R.T. Floyd and staff continued the implementation of an Athletic Training Outreach Grant from E. Lyle Cain, Jr, M.D., Champion Sports Medicine, and St. Vincent's Hospital, Birmingham in the amount of $330,000 over a five-year period. Dr. Floyd also received continued support from the St. Vincent's Birmingham Sports Medicine Grant in the amount of $20,000 for athletic training personnel. In addition, Dr. Floyd and staff continued the implementation of a Jeff Anderson Regional Medical Center grant in the amount of $15,000 for utilization in funding athletic training students to travel to Meridian for clinical experiences. Amy Menzies received a grant in the amount of $610 for a 1-PowerFlex School Sample Pack funded by Andover Healthcare, Inc. Dr. James Robinson received an internal UWA Teaching Excellence Grant in the amount of $1,000 to host a Student-Athlete Mental Wellness Workshop. In the Department of Curriculum and Instruction, Dr. Melina Vaughan received an internal UWA Teaching Excellence Grant in the amount of $1,000 for Assessment and Professional Development to Enhance Teacher-Student Interactions through the utilization of the Classroom Assessment Scoring System. In the College of Liberal Arts' Department of Languages and Literature, Dr. Amy Jones
received an internal UWA Service Learning Grant in the amount of $942 for The "Turning Point" Capstone Experience. In the Department of Fine Arts, Jessica Smith received an Individual Artist Grant from the Alabama State Council on the Arts in the amount of $5,000. In the Department of History and Social Sciences, Dr. Chris Haveman received an internal UWA University Research grant in the amount of $1,000 for research relating to "Some One Must Have Told Her That I Meant to Run Away With Her: The Indomitable Women of the Creek Removal Era, 1825-1838." In the Department of Behavioral Sciences, Dr. Joy Cauthron received an internal UWA Teaching Excellence Grant in the amount of $478 for research relating to "There's More Than One Way to Build a Brain: Using Novelty of Experiences and Active Learning to Enhance Understanding of Brain Structure." Dr. Nicole Farris also received an internal University Research Grant in the amount of $1,000 for research relating to "Narrowing the Pipeline? Assessing Female Participation in STEM." In the College of Natural Sciences and Mathematics' Department of Biological and Environmental Sciences, Dr. John McCall received an internal UWA Faculty Research Grant in the amount of $1,000 in support of research relating to "Differentiation of Isolated Populations of a Salt Marsh Fish." Dr. Kevin Morse also received an internal UWA Service Learning Grant in the amount of $1,000 in support of research relating to "Public Health Issues Determining Sources of E. Coli in the Cahaba River." In the College of Business' Department of Computer Information Systems and Technology, Drs. Donnie Cobb and Balu Gokaraju served as co-principal investigators for the ESRI and PCI Geomatics Natural Resource Imagery Grant in the amount of $100,000. Dr. Gokaraju also received a grant in the amount of $200,000 for the Greene County Career Center's Advanced Manufacturing and Production Technology Training program. For the Division of Nursing, Marsha Cannon received an internal UWA Teaching Excellence Grant in the amount of $1,000 in support of research relating to "Strategies to Facilitate Nursing Students' Success." For the Division of Educational Outreach, Brian Mast received a grant from the Tombigbee RC&D Council in the amount of $3,363 to support the Fort Tombecbe Living History Project. Mast also received an Alabama Humanities Foundation grant in the amount of $742 for the support of travel to AWF for two programs, Museum of Mobile and Moundville Archeological Park. Mast received a Professional Disc Golf Association grant in the amount of $500 for materials to be used by intramurals for students and staff, which is part of a larger effort to rehabilitate course and turn it into a nature trail. TOTAL GRANTS= 19; TOTAL FUNDING= $683,635 (internal: $8,420 and external: $675,215)

3. Action Plan:

Increase funding of federal and other organizational grant applications
The Office of Sponsored Programs will work to submit a greater number of federal proposals, as well as other organizational grants. OSP will also offer faculty and staff more workshops on federal applications and federal grant writing techniques.
Established in Cycle: 2011-2012
Implementation Status: In-Progress
Priority: High
Implementation Description: Office of Sponsored Programs will work to increase workshops for faculty and staff
Responsible Person/Group: OSP
Implementation Notes:
2/3/2015 OSP will continue to work with faculty and staff to increase the number of successfully submitted and fully funded federal and other organizational grant applications.

b. Measure: Research in discipline-specific areas
Faculty and/or staff and/ or students will design and implement basic or applied research in discipline-specific concentrations to further the study and/or projects/services in particular areas of interests.

1. Achievement Target:
   Research efforts will lead to publication, presentation, scholarly papers, or services/projects.

2. Findings (2013-2014) - Target: Partially Met

Department of Curriculum and Instruction: 2013-2014:
Scholarly Research- Ten faculty members conducted fourteen research projects, including the submission of two professional books, papers, and/or articles and twelve presentations at eight conferences. Topics included, but are not limited to, "Transforming Ordinary Playgrounds into Extraordinary Outdoor Environments," "Correlations of Holistic Wellness and Teacher Effectiveness," and "Alive in Alabama: Preschool to Preservice."

Department of Physical Education and Athletic Training: 2013-2014:
Scholarly Research- Five faculty members conducted eighteen research projects, including the submission of four professional books, papers, and/or articles and fourteen presentations at eleven conferences. Topics included, but are not limited to, "Life History of an Exemplary American Female Physical Education Teacher," "Manual of Structural Kinesiology," and "Case Study: Spontaneous Pneumothorax."

Department of Accounting, Finance, and Economics: 2013-2014:
Scholarly Research- Three faculty members conducted seven research projects, including the submission of one professional book, paper, and/or article and six presentations at three conferences. Topics included, but are not limited to, "Estimating Students' and Teachers' Perceptions of Academic Dishonesty," "Finance Lab Panel-Lessons Learned in Implementing a Trading Room," and "Financial Crisis and Crowding-Out Effect with Contagion-Effect."

Department of Computer Information Systems and Technology: 2013-2014:
Scholarly Research- Four faculty members conducted ten research projects, including the submission of four professional books, papers, and/or articles and six presentations at five conferences. Topics included "A Proposed Relationship between Time and Load to Quantify Fatigue," "Using GIS for Recruiting in Higher Education," and "Introduction to Homeland Security."

Department of Biological and Environmental Sciences: 2013-2014:
Scholarly Research- Five faculty members were involved in twenty-seven research projects, including the submission of seven books, papers, and/or articles and twenty presentations at fifteen conferences. Five students were involved in various research projects. Topics included, but are not limited to, "Sources of E.coli in Lake Martin," "Effects of a dolomite quarry on an urban stream in Jefferson, County, Alabama," and "Viral-Gungal Symbionts as Crop-Yield Enhancer."

Department of Mathematics: 2013-2014:
Scholarly Research- One faculty member conducted one research project, including the submission of one professional book, paper, and/or article. Topic was "Quiver Algebras of Coverings and Twisted Tensor Products."

Department of Behavioral Sciences: 2013-2014:
Scholarly Research- Three faculty members conducted twenty research projects, including the submission of eight professional books, papers, and/or articles and...
twelve presentations at twelve conferences. Thirteen students assisted in the various research projects. Topics included, but are not limited to, "Electromyographic analysis of responses to third person intergroup threat," "Challenges and Disparities in Gender Studies," and "Propaganda and prejudice in the Holocaust."

**Department of Fine Arts: 2013-2014:**
Scholarly Research- One faculty member conducted one research project, including one presentation at one conference. Topic was "Platter Production."

**Department of History and Social Sciences: 2013-2014:**
Scholarly Research- Four faculty members conducted eight research projects, including the submission of two professional books, papers, and/or articles and six presentations at six conferences. Topics included, but are not limited to, "Review of Recent Developments in Southeastern Archaeology: From Colonization to Complexity," "The World's Largest Stage: The Eastern Front, 1944- A Geographical Overview," and "The Truth of Historical Films."

**Department of Languages and Literature: 2013-2014:**
Scholarly Research- Eight faculty members conducted eighteen research projects, including the submission of ten professional books, papers, and/or articles and eight presentations at seven conferences. Topics included, but are not limited to, "Review of Callaghan, Dympna, Who Was William Shakespeare?" "Language Learning and the Spanish Educator's Self: Deep Storytelling," and "Focusing on Revision: How Instructor Expectations Build Communicative Competencies."

**Division of Educational Outreach: 2013-2014:**
Scholarly Research: Four faculty/staff members conducted eleven research projects, including the submission of five professional books, papers, and/or articles and six presentations at six conferences. Twelve students assisted with the various research projects. Topics included, but are not limited to, "Designing Interpretive Programs for Special Education Audiences," "Review of Recent Developments in Southeastern Archaeology: From Colonization to Complexity," and "The Life and Times of Ruby Pickens Tartt."

**Institutional Effectiveness: 2013-2014:**
Scholarly Research- One staff member conducted two research projects, including two presentations at two conferences. Topic was "What Every IR Rookie Should Know: Class of 2014."

**Information Technology: 2013-2014:**
Scholarly Research- One staff member conducted one research project, including one presentation at one conference. Topic was "Employee Processes Transformed with DoceScan and DoceFill."

3. Action Plans:

a. **NSM Faculty Forum for Teaching and Research**
   In order to encourage continuous enhancement and accountability for research, the College of Natural Science and Mathematics will host a Faculty Forum for Teaching and Research. Faculty within NSM will speak to other faculty and students on different topics in order to present research findings and encourage more research in a variety of areas.
   **Established in Cycle:** 2010-2011
   **Implementation Status:** Terminated
   **Priority:** High
   **Implementation Notes:**
b. Faculty and staff will continually engage in research
Faculty and staff from all four colleges and the Division of Nursing will continually engage in research impacting the following: cultural awareness of the region; educational needs; discipline-specific areas; economic issues of the region; and regionally relevant social issues. Each year, faculty and staff will be encouraged to increase the number of research projects conducted. Faculty and staff will also actively engage students in their research, allowing the students to gain hands-on experience in conducting, formulating, and presenting research within their field of study.

Established in Cycle: 2013-2014
Implementation Status: In-Progress
Priority: High
Relationships (Measure | Outcome/Objective):
Implementation Description: Faculty and staff engage actively engage in research.

II. Other Plans for Improvement

A. Increase the number of studies that impact economic development of the region
In conjunction with the Office of Sponsored Programs, the number of studies on the economic issues of the region conducted by faculty/staff and students will increase by 5%. By increasing studies in this area, more projects and services may be developed creating a greater impact on the region.

Established in Cycle: 2010-2011
Implementation Status: In-Progress
Priority: High
Implementation Description: Researchers will be encouraged to work with the Office of Sponsored Programs to seek funding for research on regional economic issues
Implementation Notes:
2/3/2015 In 2013-2014, five research projects were conducted on economic issues impacting the West Alabama region. Nine grants totaling $1,143,614 were awarded to UWA faculty and staff to conduct research and projects that impact economic development within the region. The number of research projects increased by three from the 2012-2013 academic year; however, the amount of grant money decreased by $1,402,449. Faculty and staff will continue to conduct research studies that impact economic development within the region during the 2014-2015 academic year.

B. NSM Faculty Forum for Teaching and Research
In order to encourage continuous enhancement and accountability for research, the College of Natural Science and Mathematics will host a Faculty Forum for Teaching and Research. Faculty within NSM will speak to other faculty and students on different topics in order to present research findings and encourage more research in a variety of areas.

Established in Cycle: 2010-2011
Implementation Status: Terminated
Priority: High
Relationships (Measure | Outcome/Objective):
Measure: Research in discipline-specific areas | Outcome/Objective: Basic or applied research in discipline-specific areas
Implementation Notes:
2/4/2015 Faculty Forum was never held due to other more pressing tasks of the college.
C. Increase funding of federal and other organizational grant applications
The Office of Sponsored Programs will work to submit a greater number of federal proposals, as well as other organizational grants. OSP will also offer faculty and staff more workshops on federal applications and federal grant writing techniques.

**Established in Cycle:** 2011-2012  
**Implementation Status:** In-Progress  
**Priority:** High

**Relationships (Measure | Outcome/Objective):**
- **Measure:** Acquire funding for research in all areas  
- **Outcome/Objective:** Basic or applied research in discipline-specific areas | Cultural research | Economic research | Educational research | Social research

**Implementation Description:** Office of Sponsored Programs will work to increase workshops for faculty and staff

**Responsible Person/Group:** OSP

**Implementation Notes:**
2/3/2015 OSP will continue to work with faculty and staff to increase the number of successfully submitted and fully funded federal and other organizational grant applications.

D. 2013-2014 Office of Sponsored Programs Professional Development series
During the 2013-2014 academic year, the Office of Sponsored Programs will guide faculty and staff through professional development. Twelve faculty and staff members are divided into three levels of development (FROSH, GRAD, and PROF), with each level highlighting the expertise and experience of the faculty and staff within the level. Through the academic year, the faculty and staff will be guided through all aspects of grant writing, from seeking out funding opportunities to financial compliance of obtained funds.

**Established in Cycle:** 2012-2013  
**Implementation Status:** Finished  
**Priority:** High

**Implementation Description:** Implement professional development series. Assist faculty and staff participants with submission of grants.

**Implementation Notes:**
2/3/2015 The 2013-2014 Office of Sponsored Programs' professional development series focused more on program management and reporting tools of current grants in implementation than grant writing. A summer seminar was provided to faculty to gain knowledge and familiarity of funding opportunities with the National Institute of Health. An outside speaker was brought in to discuss the different funding institutes within NIH and consisted of three separate sessions. In the fall session, (Back to School), held in the Fall of 2013, 7 faculty/staff completed the series, earning incentives for completing the series of five training sessions and one mentoring session. In the summer session (NIH Explained), held in the Summer of 2014, 8 faculty/staff attended.

E. Undergraduate Research Symposium- College of Natural Sciences and Mathematics
Undergraduate Research Symposium @ Natural Sciences and Mathematics (URS @ NSM) - Independent research represents unique learning strategies for many students. Undergraduate Research in NSM is an integral part of student learning. The intense immersion activity of undergraduate students in research helps them to develop their scholarly pursuits. NSM faculty pay special attention in helping interested students identify and approach areas of research. The faculty take pride in the process of refining their student's interests into more focused project topics. Held over Spring Assessment Day, the URS@NSM is an opportunity for undergraduates to present their research and creative projects to the broader University community. Undergraduates from all STEM (Science, Technology, Engineering and Mathematics) disciplines present their current and recent academic projects, showcasing the diversity of topics, approaches, and interests. The symposium will also serve as a resource for undergraduates. Those who are not yet engaged in these pursuits can learn how fellow students developed their intellectual interests, current projects, and faculty or community connections.
Finally, URS@NSM is a portal to provide occasions for students, faculty, staff, prospective students and alumni to witness how student projects enhance faculty work and also serve the greater community.

**Established in Cycle:** 2012-2013  
**Implementation Status:** Finished  
**Priority:** High  
**Implementation Description:** 1. Advertise dates and objectives of symposium 2. Assist interested students in abstract submission by given deadline. 3. Faculty work and mentor students throughout research and final submission of research/projects/etc.

**Responsible Person/Group:** NSM Faculty  
**Implementation Notes:**  
2/3/2015 The 2013-2014 College of Natural Sciences and Mathematics Undergraduate Research Symposium was held in March of 2014. Approximately 20 projects were submitted with approximately 30 students participating in the symposium. The number of both submitted projects and participating students has continued to increase each year. The 2014-2015 College of Natural Sciences and Mathematics Undergraduate Research Symposium is scheduled for March 10, 2015. The college is anticipating 25 different student research projects to be represented at the symposium.

**F. Faculty and staff will continually engage in research**

Faculty and staff from all four colleges and the Division of Nursing will continually engage in research impacting the following: cultural awareness of the region; educational needs; discipline-specific areas; economic issues of the region; and regionally relevant social issues. Each year, faculty and staff will be encouraged to increase the number of research projects conducted. Faculty and staff will also actively engage students in their research, allowing the students to gain hands-on experience in conducting, formulating, and presenting research within their field of study.

**Established in Cycle:** 2013-2014  
**Implementation Status:** In-Progress  
**Priority:** High  
**Relationships (Measure | Outcome/Objective):**

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<th>Measure</th>
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<tr>
<td>Research impacting cultural awareness of the region</td>
<td>Cultural research</td>
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<tr>
<td>Research impacting educational needs</td>
<td>Educational research</td>
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<tr>
<td>Research in discipline-specific areas</td>
<td>Basic or applied research in discipline-specific areas</td>
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<tr>
<td>Research on economic issues of the region</td>
<td>Economic research</td>
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<tr>
<td>Research on regionally relevant social issues</td>
<td>Social research</td>
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**Implementation Description:** Faculty and staff engage actively engage in research.