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 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.

Department of Curriculum and Instruction: 2014-2015:
Scholarly Research- Twelve faculty members conducted twenty-one research projects, including the submission of six professional books, papers, and/or articles and fifteen presentations at eleven conferences. Topics included, but are not limited to, "Systematic support for STEM pre-service teachers: An authentic and sustainable four-pillar professional development model," "Integrating the Curriculum through the use of Notable Books," and "Creating Community in a Virtual World: Ways to Enhance Connectivity for Online Students."

Department of Instructional Leadership and Support: 2014-2015:
Scholarly Research- Eleven faculty members conducted thirty research projects, including the submission of five professional books, papers, and/or articles and twenty presentations at fourteen conferences. Topics included, but are not limited to, "Use of an online simulation to promote content learning," "Watchful Eyes: Proven Strategies for Delivering Secure Online Test Proctoring in Online Distance Education Programs,"
and "Engage, Explore, Explain, Elaborate, and Evaluate: Using the 5E Learning Cycle to Create Active Learning Environments with Effective Technology Tools," and "The leadership styles and practices of women key-line administrators and presidents at doctorate-granting universities: a qualitative inquiry."

**Department of Physical Education and Athletic Training: 2014-2015:**
Scholarly Research- Four faculty members conducted eleven research projects, including the submission of two professional books, papers, and/or articles and nine presentations at eight conferences. Topics included, but are not limited to, "Life History of Karen: A Physical Education Teacher Educator with an Impairment," "Taping, Wrapping & Bracing Challenges on a Limited Budget," and "The Effect of Concussion on Academic Performance of Division II Student-Athletes."

**Department of Accounting, Finance, and Economics: 2014-2015:**
Scholarly Research- Four faculty members conducted fourteen research projects, including the submission of six professional books, papers, and/or articles and four presentations at four conferences. Topics included, but are not limited to, "Sluggish Recovery from the Financial Crisis: Crowding-out Effect and Contagion," "Economic Impacts on Family Issues," and "The Impact of College Size on Faculty Salaries: An Empirical Study."

**Department of Business Administration, Management, and Marketing: 2014-2015:**
Scholarly Research- Six faculty members conducted seven research projects, including seven presentations at five conferences. Topics included, but are not limited to, "Assessing Domestic vs. International Student Perceptions of Plagiarism," "Vulnerability and Resource Dependency of Nonprofit Organizations in Alabama's Black Belt Call for a Better Measure of Perceived Revenue Diversification," and "The GOMS Model and Public Safety Management Education."

**Department of Computer Information Systems and Technology: 2014-2015:**
Scholarly Research- Five faculty members conducted fourteen research projects, including the submission of four professional books, papers, and/or articles and nine presentations at six conferences. Topics included "Using GIS for Recruiting in Higher Education," "Integration of Automated Intrusion Detection and Web Service Alarm System using ARM Microprocessor," and "A Violation of the Principal-Agency Agreement: The FBI's 'Mississippi Hustle' Investigation of the Mississippi Department of Corrections."

**Department of Biological and Environmental Sciences: 2014-2015:**
Scholarly Research- Eleven faculty members conducted forty-one research projects, including the submission of twenty professional books, papers, and/or articles and eighteen presentations at six conferences. Twenty-eight students were involved in various research projects. Topics included, but are not limited to, "Influence of Symbiotic Interaction between Fungus, Virus, and Tomato Plant in Combating Heat Stress," "Home Grown Bacteria, Can it hold a solution for Antibiotic Resistant Bacteria?" and "Unraveling and Isolating Fungal Endophytes from Alabama's Plants."

**Department of Behavioral Sciences: 2014-2015:**
Scholarly Research- Three faculty members conducted twelve research projects, including the submission of four professional books, papers, and/or articles and eight presentations at four conferences. Topics included, but are not limited to, "Reducing Misanthropic Memory through self-awareness: Reducing bias," "Illuminating How Identities, Stereotypes, and Inequalities Matter Through Gender Studies," and "An investigation of emotional reactions to ethnic, religious, and sexual orientation images."
Department of Fine Arts: 2014-2015:
Scholarly Research- One faculty member conducted two research projects, including two presentations at one conference at the University of North Carolina Pembroke. Department of History and Social Sciences: 2014-2015: Scholarly Research- Seven faculty members conducted fourteen research projects, including the submission of nine professional books, papers, and/or articles and five presentations at five conferences. Topics included, but are not limited to, "Rivers of Sand: Creek Indian Emigration, Relocation, and Ethnic Cleansing in the American South," "Winston Churchill and Honor: The Complexity of Honor and Statesmanship," and "The Road to Oblivion: The Loss of Historical Memory of the Great War in Film."

Department of Languages and Literature: 2014-2015:
Scholarly Research- Eight faculty members conducted fifteen research projects, including the submission of six professional books, papers, and/or articles and nine presentations at nine conferences. Topics included, but are not limited to, "The Instrumentality of Spanish in Early Spanish Education: Unraveling the Linguistic Masquerade," "Focusing on Revision: How Instructor Expectations Build Communicative Competencies," and "Removal of the Self: Personal and Literary Reticence in the Poetry of Marianne Moore."

Julia Tutwiler Library: 2014-2015:
Scholarly Research- Two faculty/staff members conducted six research projects. Topics included, but are not limited to, "Research on mentoring in the library and information profession," "College student publications and archival importance," and "Processing archival collections."

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.

For the 2014-2015 academic year, in the Office of Institutional Effectiveness, Ms. Angel Jowers wrote and received a PBI Competitive grant from the U.S. Department of Education in the amount of $2,299,734 (awarded over a period of five years). The grant will be used to open UWA CARES, the University of West Alabama's Center for Achievement, Retention, and Enrichment Services and actively work towards increasing both retention and graduation rates on campus. In the Office of Student Support Services, Dr. Vicki Spruiell continued the implementation of a Student Support Services grant from the U.S. Department of Education in the amount of $293,864 ($1,400,000 over five years) to maintain the student support services office. Faculty within the College of Education received multiple grants throughout the 2014-2015 academic year. Dr. Jan Miller and colleagues within the College of Education, received a First Class Pre-K grant from the Alabama Department of Education in the amount of $119,991. The grant will be used to create an additional pre-kindergarten classroom at the UWA Campus School. Dr. Miller also received a grant from the Alabama Department of Rehabilitation Services for Special Instruction Clusters for the Alabama Early Intervention program in the amount of $15,950. Dr. Celeste Wheat
received a grant from Steel Case Education in the amount of $75,000 to open the Center for Excellence in Teaching, a blended learning classroom that will be used to empower educators to implement active learning strategies by leveraging classroom space. Dr. Melina Vaughan received a grant from the Alabama Department of Education in the amount of $15,000 to continue the Teacher Preparation (edTPA) services for students. Dr. Nisha Warbington received a grant from the National Board for Certified Counselors in the amount of $2,500 to assist the College in its continued preparation in applying for CACREP accreditation. 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. Dr. James Robinson received a grant from the Professional Disc Golf Association Innovation Grant program in the amount of $500. Ms. Amy Menzies received a grant from Andover Healthcare Inc. in the amount of $610 for a 1-Power Flex School Sample Pack. In the Office of Sponsored Programs, Rodney Granec continued the implementation of a PBI B4 grant from the U.S. Department of Education in the amount of $250,000. In the Counseling Center, Dr. Debbie Baker-Dean continued to implement a grant awarded from the U.S. Department of Health and Human Services in the amount of $99,878 to establish a Campus Suicide Prevention program. In the Julia Tutwiler Library, Ms. Breagan Abernathy received a grant from the Presbyterian Historical Society in the amount of $500 to digitize church records of First Presbyterian Church, Livingston, Alabama. TOTAL GRANTS= 15; TOTAL FUNDING= $4,380,663

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:
   3/14/2016 OSP increased the number of proposals funded in one year from 17 to 22. This shows a continued growth in OSP and the talents of the institution's faculty and staff to obtain external funding.

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.

For the 2014-2015 academic year, in the Small Business Development Center, Mr. Donald Mills was awarded a grant from the Alabama Department of Transportation in the amount of $231,750 to continue the Disadvantaged Business Enterprises Supportive Services. Mr. Mills was also awarded two grants from the University of Alabama in the amount of $27,730 and $23,380 for the continued implementation of the Small Business Development Center. In the Division of Economic Development and Outreach, Ms. Sanquenetta Thompson was awarded a grant from the Delta Regional Authority in the amount of $149,590 for the Reinventing Career Readiness for Future Success program. In the College of Business, Dr. Balu Gokaraju was awarded a grant from the Demopolis City School System in the amount of $33,786 for the creation of the Demopolis City Schools Industrial Maintenance Program. Ms. Veronica Triplett was awarded a grant from the Alabama Department of Transportation in the amount of $29,760 to host the Summer Transportation Institute. Ms. Sharon Stipe was awarded a grant from Impact Alabama in the amount of $3,300 to continue offering VITA Tax preparation services. Dr. Ken Tucker, along with colleagues within the College of Business, continued the implementation of a grant from the U.S. Department of Labor in the amount of $455,814 to continue the Applied Manufacturing Technology Training Program. Dr. Janie Gregg received a grant from Sam's Step-up for Small Business Grant in the amount of $1,500 to help two small business in Livingston. Gregg also received a grant from WalMart Women's Economic Empowerment Grant in the amount of $1,500 to offer computer classes to older women in the surrounding area. In the College of Natural Sciences and Mathematics, Dr. Mustafa Morsy continued the implementation of a grant from the Natural Science Foundation in the amount of $149,620 to research the Confirmation of the Roles of Funal Tehalose & Melanin in Plants. TOTAL GRANTS= 11; TOTAL FUNDING= $1,117,730

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
Responsibility Person/Group: OSP
Implementation Notes: 3/14/2016 OSP increased the number of proposals funded in one year from 17 to 22. This shows a continued growth in OSP and the talents of the institution's faculty and staff to obtain external funding.

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

   
   **Department of Accounting, Finance, and Economics: 2014-2015:**
   Scholarly Research- Four faculty members conducted five research projects, including the submission of two professional books, papers, and/or articles and three presentations at three conferences. Topics included "Relative Price Variability and Inflation: New International Empirical Evidence," "Economic Impacts on Family Issues," and "Too Expensive to Afford: Effects of Income Inequality on Marriage Rate."

   **Department of Business Administration, Management, and Marketing: 2014-2015:**
   Scholarly Research- Three faculty members conducted three research projects, including three presentations at three conferences. Topic was "Vulnerability and Resource Dependency of Nonprofit Organizations in Alabama's Black Belt: Call for a Better Measure of Perceived Revenue Diversification" and "We've Heard the Call, Crafted the Response, and Made the Connection between the Classroom, Business, and Social Media."

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.

   For the 2014-2015 academic year, in the Office of Institutional Effectiveness, Ms. Angel Jowers wrote and received a PBI Competitive grant from the U.S. Department of Education in the amount of $2,299,734 (awarded over a period of five years). The grant will be used to open UWA CARES, the University of West Alabama's Center for Achievement, Retention, and Enrichment Services and actively work towards increasing both retention and graduation rates on campus. In the Office of Student Support Services, Dr. Vicki Spruiell continued the implementation of a Student Support Services grant from the U.S. Department of Education in the amount of $293,864 ($1,400,000 over five years) to maintain the student support services office. Dr. Spruiell also continued the implementation of a grant from the U.S. Department of Education in the amount of $347,834 to continue the Upward Bound program on the UWA campus. In the College of Business, Dr. Aliquipa Allen received a grant from the Alabama Department of Public Health in the amount of $4,995 for a WIC Internship in the Special Supplemental Nutrition Program for Women, Infants, and Children. In the College of Liberal Arts, Dr. Alan Brown received a grant from the Alabama State Council on the Arts' Folklife Grant Program in the amount of $3,700 to
host the 2016 Sucarnochee Folklife Festival in Livingston, Alabama. In the Division of Economic Development and Outreach, Ms. Amy Christiansen received a grant from the Alabama Humanities Foundation in the amount of $1,500 to host a Genealogy Through the Ages Workshop. In a partnership between the Colleges of Education and Natural Sciences and Mathematics, Drs. Reenay Rogers and Ketia Shumaker continued the implementation of a grant from the U.S. Department of Education in the amount of $239,516 for Project Engage, a program focused on STEM majors. In the College of Business, Dr. Janie Gregg received a grant from Sam's Step-up for Small Business Grant in the amount of $1,500 to help two small business in Livingston. Gregg also received a grant from WalMart Women's Economic Empowerment Grant in the amount of $1,500 to offer computer classes to older women in the surrounding area. In the Counseling Center, Dr. Debbie Baker-Dean continued to implement a grant awarded from the U.S. Department of Health and Human Services in the amount of $99,878 to establish a Campus Suicide Prevention program. TOTAL GRANTS= 10; TOTAL FUNDING= $4,052,323

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: 3/14/2016 OSP increased the number of proposals funded in one year from 17 to 22. This shows a continued growth in OSP and the talents of the institution's faculty and staff to obtain external funding.

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.

   Department of Instructional Leadership and Support: 2014-2015:
   Scholarly Research- Three faculty members conducted six research projects, including the submission of two professional books, papers, and/or articles and four presentations at four conferences. Topics included, but are not limited to, "The ethics of counselor self-care," "Counseling Families of Deployed Military Personnel," and "Keeping the Circle Unbroken: Helping Children of Returning Vets."

   Department of Business Administration, Management, and Marketing: 2014-2015:
   Scholarly Research- One faculty member conducted two research projects, including two presentations at two conferences. Topic was "We've Heard the Call, Crafted the Response, and Made the Connection between the Classroom, Business, and Social Media."

   Department of Biological and Environmental Sciences: 2014-2015:
Scholarly Research- One faculty member conducted two research projects, including two presentations at one conference. Four students assisted with research. Topics were "Dirty Truth: Antibiotics in Soil" and "Dirty Medicine: lifesaving antibiotics in local soil."

**Department of Behavioral Sciences: 2014-2015:**
Scholarly Research- Three faculty members conducted fourteen research projects, including the submission of four professional books, papers, and/or articles and ten presentations at four conferences. Topics included, but are not limited to, "Illuminating How Identities, Stereotypes and Inequalities Matter Through Gender Studies," "Narrowing the Pipeline? Assessing the Underrepresentation of Female STEM faculty," and "An investigation of emotional reactions to ethnic, religious, and sexual orientation images."

**Department of History and Social Sciences: 2014-2015:**
Scholarly Research- One faculty member conducted two research projects, including two presentations at two conferences. Topics were "The Impact of Police Actions on the Civil Rights Movement in Perry County, Alabama" and "What is the Black Belt: Geography and its Social Implications in West and Central Alabama."

**Department of Languages and Literature: 2014-2015:**
Scholarly Research- Four faculty members conducted six research projects, including the submission of three professional books, papers, and/or articles and three presentations at three conferences. Topics included, but are not limited to, "Beyond beauty and brawn: Winter Olympic athletes tackle gender stereotypes," "Focusing on Revision: How Instructor Expectations Build Communicative Competencies," and "Kathoey: The Construction of Gender in Thai Ladyboys."

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.

   For the 2014-2015 academic year, in the Office of International Programs, Ms. Connie Marine was awarded a grant from the Alabama Humanities Foundation in the amount of $1,500 to host a Culture of China: Traveling Trunk informational exhibit. In the Division of Economic Development and Outreach, Mr. Brain Mast was also awarded a grant from the Alabama Humanities Foundation in the amount of $1,440 to assist in the establishment of the Black Belt Museum Interpretive Program Initiative. TOTAL GRANTS= 2; TOTAL FUNDING= $2,940

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:**
3/14/2016 OSP increased the number of proposals funded in one year from 17 to 22. This shows a continued growth in OSP and the talents of the institution's faculty and staff to obtain external funding.

b. **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.


   **Department of Instructional Leadership and Support: 2014-2015:**
   Scholarly Research- One faculty member conducted one on-going research project. Topic is "An ecological understanding of intervention for culturally diverse communities."

   **Department of Business Administration, Management, and Marketing: 2014-2015:**
   Scholarly Research- One faculty member conducted three research projects, including three presentations at two conferences. Topics included "Assessing Domestic vs. International Student Perceptions of Plagiarism," "Assessing Perceptions of Plagiarism: An Analysis of Domestic vs. International Opinions among Business Students," and "Vulnerability and Resource Dependency of Nonprofit Organizations in Alabama's Black Belt: Call for a Better Measure of Perceived Revenue Diversification."

   **Department of Accounting, Finance, and Economics: 2014-2015:**
   Scholarly Research- One faculty member conducted one on-going research project. Topic is "Economic Impacts on Family Issues."

   **Department of Behavioral Sciences: 2014-2015:**
   Scholarly Research- Three faculty members conducted five research projects, including five presentations at three conferences. Included, but are not limited to, "An investigation of emotional reactions to ethnic, religious, and sexual orientation images," "Narrowing the Pipeline? Assessing the Underrepresentation of Female STEM Faculty," and "Kathoey: The Construction of Gender in Thai Ladyboys."

   **Department of History and Social Sciences: 2014-2015:**
   Scholarly Research- Three faculty members conducted five research projects, including the submission of four professional books, papers, and/or articles and one presentation at one conference. Topics included, but are not limited to, "Using the Language of Music: The Life and Times of Ruby Pickens Tartt," "Black Belt Visions:

Department of Languages and Literature: 2014-2015:
Scholarly Research—Three faculty members conducted four research projects, including the submission of three professional books, papers, and/or articles and one presentation at one conference. Topics included, but are not limited to, "A forgotten tweet: Somalia and social media," "The Instrumentality of Spanish in Early Spanish Education: Unraveling the Linguistic Masquerade," and "Kathoey: The Construction of Gender in Thai Ladyboys."

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.

For the 2014-2015 academic year, in the College of Natural Sciences and Mathematics, Dr. Kevin Morse was awarded a grant from Jefferson County, Alabama in the amount of $110,000 to perform biological assessments on the Cahaba River. Dr. Ketia Shumaker was awarded a grant from the U.S. Department of Agriculture in the amount of $60,000 for the Agriculture and Food Research Initiative to continue a dendroclimatic assessment of trees with commercial and conservation value. Shumaker also continued the implementation of a grant from the National Science Foundation in the amount of $4,592 for research on Comparative Genomics Stress Responses in N.A. Hardwoods. Dr. Mustafa Morsy was awarded a USDA specialty crop block grant from the U.S. Department of Agriculture in the amount of $24,984 to conduct research on Bio-BOOM: A closer step to a natural fertilizer. Morsy also continued the implementation of a grant from the National Science Foundation in the amount of $148,694 for the BOSS program. Mr. Alan Tartt was awarded a grant from the University of Alabama in the amount of $57,727 for research on Characterizing and Addressing Contamination from Septic System Effluent in the Lower Black Warrior River Watershed. In the College of Business, Dr. Aliquippa Allen was awarded a grant from the National Young Farmers Education Association in the amount of $32,000 to support Mentoring and Agriculture Leadership Training. In the College Education, 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. Dr.
James Robinson received a grant from the Professional Disc Golf Association Innovation Grant program in the amount of $500. Ms. Amy Menzies received a grant from Andover Healthcare Inc. in the amount of $610 for a 1-Power Flex School Sample Pack. In the Office of Sponsored Programs, Rodney Grance continued the implementation of a PBI B4 grant from the U.S. Department of Education in the amount of $250,000. In the Department of Athletics, Ms. Janet Montgomery was awarded a grant from the NCAA in the amount of $70,000 for the creation of a USAT Triathlon team. Montgomery also continued the implementation of a matching grant from the NCAA in the amount of $11,576. In the Julia Tutwiler Library, Ms. Breagan Abernathy received a grant from the Presbyterian Historical Society in the amount of $500 to digitize church records of First Presbyterian Church, Livingston, Alabama. TOTAL GRANTS= 15; TOTAL FUNDING= $622,183

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:
   3/14/2016 OSP increased the number of proposals funded in one year from 17 to 22. This shows a continued growth in OSP and the talents of the institution's faculty and staff to obtain external funding.

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.

   Department of Curriculum and Instruction: 2014-2015:
   Scholarly Research- Three faculty members conducted one research project, including the submission of one professional book, paper, and/or article. Topic was "Systematic support for STEM pre-service teachers: An authentic and sustainable four-pillar professional development model."

   Department of Physical Education and Athletic Training: 2014-2015:
   Scholarly Research- Four faculty members conducted nine research projects, including the submission of one professional book, paper, and/or article and eight presentations at seven conferences. Topics included, but are not limited to, "The Elbow and Forearm," "The Evaluation Process," and "Athletic Trainers' Ability to Recognize and Aid in the Treatment of Mental Health Disorders."

   Department of Accounting, Finance, and Economics: 2014-2015:
   Scholarly Research- Two faculty members conducted five research projects, including the submission of five professional books, papers, and/or articles. Topics included, but
are not limited to, "A New Standardized Analysis for National Competitiveness," "Effect of Seat Backrest Angle on Sitting Discomfort in Simulated Driving Tasks," and "Effect of Task-Dependent and Personal Factors to Affect Fatigue in Prolonged Mentally Demanding Work-task."

Department of Computer Information Systems and Technology: 2014-2015:
Scholarly Research- Five faculty members conducted fourteen research projects, including the submission of four professional books, papers, and/or articles and nine presentations at six conferences. Topics included, but not limited to, "Using GIS for Recruiting in Higher Education," "A Pilot Study on Human Fatigue: Induced by Prolonged Mentally Demanding Work-Tasks," and "Reassessment of Confinement Priorities in Mississippi."

Department of Biological and Environmental Sciences: 2014-2015:
Scholarly Research- Nine faculty members were involved in thirty-eight research projects, including the submission of twenty books, papers, and/or articles and eighteen presentations at six conferences. Twenty-eight students were involved in various research projects. Topics included, but are not limited to, "Farm size, seining practices, and salt use: risk factors for Aeromonas hydrophila outbreaks in farm-raised catfish, Alabama, USA," "Influence of Symbiotic Interaction between Fungus, Virus, and Tomato Plant in Combating Heat Stress," and "The Effects of Orange Extract on the Growth of Murine Tramp-C Prostate Epithelial Cancer Cells."

Julia Tutwiler Library: 2014-2015:
Scholarly Research- Two faculty/staff members conducted four research projects, including five on-going research projects. Topics include, but are not limited to, "Research on mentoring in the library and information profession," "College student publications and archival importance," and "Digitizing archival collections."

Department of Behavioral Sciences: 2014-2015:
Scholarly Research- One faculty member conducted one research project, including one presentation at one conference. Topic included "Electromyographic analysis of responses to third person intergroup threat."

Department of Instructional Leadership and Support: 2014-2015:
Scholarly Research- Six faculty members conducted nine 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, "Use of an online simulation to promote content learning," "The role and influence of mentors and role models on university women leaders' career paths to the university presidency," and "Web 2.0: Ideas and Samples for K-12."

Department of Business Administration, Management, and Marketing: 2014-2015:
Scholarly Research- One faculty member conducted one research projects, including one presentation at one conference. Topic was "The GOMS Model and Public Safety Management Education."

Department of Languages and Literature: 2014-2015:
Scholarly Research-One faculty member conducted three research projects, including the submission of three professional books, papers, and/or articles. Topics included "Papist Devils," "It's Not about You: Loon Games on Walden Pond," and "Ghosts of Georgia."

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.

3/25/2016 In 2014-2015, eight research projects, including the submission of two professional books, papers, and/or articles and six presentations at six conferences, were conducted, an increase over last year's five research projects. In addition, eleven grants impacting economic development in the region were awarded, totaling $1,117,730, which is an insignificant amount less than last year's awarded grants amount.

B. 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.

Responsibile Person/Group: OSP
Implementation Notes: 3/14/2016 OSP increased the number of proposals funded in one year from 17 to 22. This shows a continued growth in OSP and the talents of the institution's faculty and staff to obtain external funding.

C. 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.

Implementation Notes: 3/14/2016 Faculty and staff from all four colleges and the Division of Nursing actively engaged in research impacting the following areas throughout the 2014-2015 academic year: cultural awareness of the region; educational needs; discipline-specific areas; economic issues of the region; and regionally relevant social issues. Faculty and staff are encouraged to increase the number of research projects conducted and actively involve students in their respective research.