Mission / Purpose
The Black Belt Conservation and Research Institute is a project of the University of West Alabama to gather and disseminate information on the unique environments of the Black Belt and to promote the conservation and management of habitats specific to the region as well as promote awareness for sustainable initiatives focusing on resource conservation including recycling efforts, energy efficiency and water conservation.

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

A. Goal: To be acknowledged as a primary agent of positive change in Alabama's Black Belt
To be recognized nationally and internationally for providing quality education programs via traditional and alternative means and to be acknowledged as a primary agent of positive change in Alabama's Black Belt.

1. Objective: Environmental Educational Outreach
The BBCRI strives to not only raise awareness about the Black Belt’s natural resources and to promote conservation, management and protection of these unique environments, but to also promote conservation practices such as recycling, waste reduction and pollution control across UWA’s campus and in the community and region.

a. Measure: Earth day activities
Increase student interest in earth day activities measured through participation from students and civic groups. Activities include educational scavenger hunts, cookouts, tours of the Black Belt prairie and campus environmental facilities, fishing tournament, canoe and john-boat races, and developed t-shirts. Staff will explore other activities to increase enrollment.

1. Achievement Target:
Increase student participation in earth day activities and raise awareness for the environment.

2. Findings (2013-2014) - Target: Met
BBCRI held an Earth day Celebration at Lake LU that attracted approximately 45 students on April 24. Activities included a cookout, intramural games, canoe and john boat races and a fishing tournament.

3. Action Plan:
Earth Day Educational Outreach
BBCRI will continue to find innovative ways to teach students about natural conservation, sustainable lifestyle, and environmental stewardship.

Established in Cycle: 2011-2012
Implementation Status: Planned
Priority: High

Implementation Description: Will provide packets of information geared to participants focusing on sustainable practices, local recycling resources, and environmental stewardship.

Responsible Person/Group: Lee Stanton
b. Measure: Database Development
The BBCRI will strive to have scientific databases available through the webpage for on-line users to access and utilize.

1. Achievement Target:
   To have database usable and web-accessible by Spring 2013

2. Findings (2013-2014) - Target: Met
   The databases became accessible Fall 2013 on the BBCRI webpage.

c. Measure: Intern Research Projects
The BBCRI will seek one student to serve as an intern and perform research pertaining to the Black Belt, coordinate sustainability initiatives on campus and in the region, and assist the BBCRI in its various outreach activities.

1. Achievement Target:
   To support at least one student per year focusing on environmental issues in the Black Belt Region.

2. Findings (2013-2014) - Target: Met
   The BBCRI funded a graduate student that coordinated ongoing recycling efforts in Livingston and UWA’s campus, established partnerships with environmentally conscious vendors, and developed the framework for outreach materials for the campus and region.

d. Measure: Continuing Education Workshops
BBCRI will continue to host workshops and provide training opportunities so that regional landowners can become better stewards of their land.

1. Achievement Target:
   To provide two workshops or training opportunities focusing on land stewardship per year.

2. Findings (2013-2014) - Target: Partially Met
   One continuing education workshop on Prescribed Fire on Private Lands was held July 24 during the 13-14 cycle. There were sixty participants and from the evaluation, participants were very pleased with both the organization and content of the workshop.

3. Action Plans:
   a. Continuing education workshops
      Two workshops and/or training opportunities are held each year to provide local and regional landowners as well as state agencies with instruction aiding land management goals.
      Established in Cycle: 2011-2012
      Implementation Status: In-Progress
      Priority: High
      Implementation Description: For the upcoming cycle, BBCRI plans to develop a program focusing on exotic species control, and a certified burn manager
training course.

**Responsible Person/Group:** Lee Stanton  
**Additional Resources Requested:** None  
**Implementation Notes:**  
8/11/2014 Prescribed fire workshop was held in July 2014 with 60+ participants. Continuing education workshops will continue to be held.

b. **Networking with land managers in MS and AL**  
Director is currently networking with land managers in both Alabama and Mississippi to hold one-day workshops on habitat restoration and application of fire in natural landscapes for the 2014-2015 cycle.  
**Established in Cycle:** 2013-2014  
**Implementation Status:** Planned  
**Priority:** High  
**Responsible Person/Group:** Lee Stanton  
**Additional Resources Requested:** None

e. **Measure: Prairie and Trails Development**  
The BBCRI will raise awareness and improve accessibility of the natural areas around Lake LU.

1. **Achievement Target:**  
To improve trails and facilities surrounding the UWA Prairie Restoration Area, Lake LU and other natural areas on campus.

2. **Findings (2013-2014) - Target: Met**  
BBCRI funded additional maintenance for the trails surrounding Lake LU and the UWA Prairie Restoration Area. Both mowing and additional materials to stem erosion were placed in several problematic areas.

3. **Action Plan:**  
**Prairie and Trails Development**  
BBCRI provided financial support to the Lake LU Manager for both trail maintenance and materials to construct benches for resting areas along the UWA Nature Trail.  
**Established in Cycle:** 2011-2012  
**Implementation Status:** In-Progress  
**Priority:** High  
**Implementation Description:** Lee Stanton will continue to work with Robby Limerick to identify ways to improve the facilities and trail network at the UWA Prairie Restoration Area and the Nature trail complex. BBCRI will also improve current methods to track the number of visitors using this area by Spring of 2013.  
**Responsible Person/Group:** Lee Stanton  
**Additional Resources Requested:** None  
**Implementation Notes:**  
8/11/2014 The BBCRI will continue to fund improvements and maintenance at the UWA Nature Trails

f. **Measure: Interpretive Prairie Panels**  
Create a series of educational posters highlighting the unique aspects of the Black Belt Prairie.

1. **Achievement Target:**  
To raise awareness of Black Land Prairie through interpretive panels, posters, articles and activities that focus on this environment.
2. Findings (2013-2014) - Target: Partially Met
Draft posters and interpretive materials have been created, but have yet to be printed for use in the UWA Nature Trail complex.

3. Action Plan:
   Final review, printing and distribution of interpretive materials
   Posters and pamphlets will be sent out for review and comments prior to printing and distribution.
   
   Established in Cycle: 2013-2014
   Implementation Status: Planned
   Priority: High
   Implementation Description: Place final posters on UWA Nature Trails.
   Projected Completion Date: 11/14/2014
   Responsible Person/Group: Lee Stanton

g. Measure: Sustainability Public Service Announcements
Public Service Announcements will be created each year to promote sustainable practices such as recycling, water conservation, pollution reduction, and energy efficiency. These will be available as links through the sustainability webpage as well as aired on the UWA cable network.

1. Achievement Target:
Six public service announcements will be created each year promoting sustainability, including recycling, water conservation and energy use reduction.

2. Findings (2013-2014) - Target: Partially Met
Through collaboration with communication majors, a series of PSA's were created. However, they have yet to be released to the public. Their release was to coincide with the opening of the City of Livingston recycling center and the active collection of recyclables across campus.

3. Action Plan:
   Begin active advertising upon opening of the Livingston Recycling Center
   The recycling center in Livingston is slated for opening in August of 2014. At that time, an active advertising campaign will commence utilizing email, newspaper, community bulletin boards and distribution of materials to local schools.
   Established in Cycle: 2013-2014
   Implementation Status: Planned
   Priority: High
   Projected Completion Date: 09/29/2014
   Responsible Person/Group: Lee Stanton
   Additional Resources Requested: Although BBCRI has some funds earmarked for educational materials, director requests additional funds to cover printing and reusable grocery bags.
   Budget Amount Requested: $1,500.00 (one time)

h. Measure: Sustainability projects and demonstrations across campus
To raise awareness for recycling, waste reduction and water conservation, an interpretive display will be created each academic year and placed in a central location on campus for viewing. In addition, one-day recycling events for collection of items such as old paints, batteries and electronics will also be held.

1. Achievement Target:
One interpretive display will be created per academic year to illustrate water conservation, recycling and energy use reduction. Also, BBCRI plans to sponsor at least one collection event per semester for both the campus and Livingston community.

2. Findings (2013-2014) - Target: Not Met
As the Livingston Recycling Center has yet to open, BBCRI has not yet begun the campus campaign for sustainability. The first display is slated for August 2014.

3. Action Plan:
   Campus sustainability displays
   The first educational display will be established in August 2014. Furthermore, staff is identifying a Saturday in November for collection of old paints and stains for the campus and Livingston community.
   Established in Cycle: 2013-2014
   Implementation Status: Planned
   Priority: High
   Outcome/Objective: Environmental Educational Outreach
   Implementation Description: Obtain permission to erect outdoor educational display. Recruit student volunteers to assist with project. Establish display.
   Projected Completion Date: 11/29/2014
   Responsible Person/Group: Lee Stanton

B. Goal: To promote resource conservation and improve energy efficiency across the campus, community and region.
   The UWA Sustainability Initiative seeks to promote recycling efforts, water conservation practices, and improve energy efficiency across the campus, community and region.

1. Objective: Environmental Educational Outreach
   The BBCRI strives to not only raise awareness about the Black Belt natural resources and to promote conservation, management and protection of these unique environments, but to also promote conservation practices such as recycling, waste reduction and pollution control across the UWA campus and in the community and region.

a. Measure: Earth day activities
   Increase student interest in earth day activities measured through participation from students and civic groups. Activities include educational scavenger hunts, cookouts, tours of the Black Belt prairie and campus environmental facilities, fishing tournament, canoe and john-boat races, and developed t-shirts. Staff will explore other activities to increase enrollment.

1. Achievement Target:
   Increase student participation in earth day activities and raise awareness for the environment.

2. Findings (2013-2014) - Target: Met
   BBCRI held an Earth day Celebration at Lake LU that attracted approximately 45 students on April 24. Activities included a cookout, intramural games, canoe and john boat races and a fishing tournament.

3. Action Plan:
   Earth Day Educational Outreach
   BBCRI will continue to find innovative ways to teach students about natural conservation, sustainable lifestyle, and environmental stewardship.
   Established in Cycle: 2011-2012
Implementation Status: Planned
Priority: High
Implementation Description: Will provide packets of information geared to participants focusing on sustainable practices, local recycling resources, and environmental stewardship.
Responsible Person/Group: Lee Stanton
Additional Resources Requested: none
Implementation Notes:
8/11/2014 Earth day activities were held April 24 at Lake LU. Activities included canoe and jon-boat races, cookout, and a "key to sustainability" hunt. BBCRI had approximately 45 students participate.

b. Measure: Database Development
The BBCRI will strive to have scientific databases available through the webpage for on-line users to access and utilize.

1. Achievement Target:
   To have database usable and web-accessible by Spring 2013

2. Findings (2013-2014) - Target: Met
   The databases became accessible Fall 2013 on the BBCRI webpage.

c. Measure: Intern Research Projects
The BBCRI will seek one student to serve as an intern and perform research pertaining to the Black Belt, coordinate sustainability initiatives on campus and in the region, and assist the BBCRI in its various outreach activities.

1. Achievement Target:
   To support at least one student per year focusing on environmental issues in the Black Belt Region.

2. Findings (2013-2014) - Target: Met
   The BBCRI funded a graduate student that coordinated ongoing recycling efforts in Livingston and UWA's campus, established partnerships with environmentally conscious vendors, and developed the framework for outreach materials for the campus and region.

d. Measure: Continuing Education Workshops
BBCRI will continue to host workshops and provide training opportunities so that regional landowners can become better stewards of their land.

1. Achievement Target:
   To provide two workshops or training opportunities focusing on land stewardship per year.

2. Findings (2013-2014) - Target: Partially Met
   One continuing education workshop on Prescribed Fire on Private Lands was held July 24 during the 13-14 cycle. BBCRI had sixty participants and from the evaluation, participants were very pleased with both the organization and content of the workshop.

3. Action Plans:
   a. Continuing education workshops
Two workshops and/or training opportunities are held each year to provide local and regional landowners as well as state agencies with instruction aiding land management goals.

Established in Cycle: 2011-2012
Implementation Status: In-Progress
Priority: High
Implementation Description: For the upcoming cycle, BBCRI plans to develop a program focusing on exotic species control, and a certified burn manager training course.
Responsible Person/Group: Lee Stanton
Additional Resources Requested: None
Implementation Notes:
8/11/2014 Prescribed fire workshop was held in July 2014 with 60+ participants. Continuing education workshops will continue to be held.

b. Networking with land managers in MS and AL
Director is currently networking with land managers in both Alabama and Mississippi to hold one-day workshops on habitat restoration and application of fire in natural landscapes for the 2014-2015 cycle.

Established in Cycle: 2013-2014
Implementation Status: Planned
Priority: High
Responsible Person/Group: Lee Stanton
Additional Resources Requested: None

e. Measure: Prairie and Trails Development
The BBCRI will raise awareness and improve accessibility of the natural areas around Lake LU.

1. Achievement Target:
To improve trails and facilities surrounding the UWA Prairie Restoration Area, Lake LU and other natural areas on campus.

2. Findings (2013-2014) - Target: Met
BBCRI funded additional maintenance for the trails surrounding Lake LU and the UWA Prairie Restoration Area. Both mowing and additional materials to stem erosion were placed in several problematic areas.

3. Action Plan:
Prairie and Trails Development
BBCRI provided financial support to the Lake LU Manager for both trail maintenance and materials to construct benches for resting areas along the UWA Nature Trail.

Established in Cycle: 2011-2012
Implementation Status: In-Progress
Priority: High
Implementation Description: Lee Stanton will continue to work with Robby Limerick to identify ways to improve the facilities and trail network at the UWA Prairie Restoration Area and the Nature trail complex. BBCRI will also improve current methods to track the number of visitors using this area by Spring of 2013.
Responsible Person/Group: Lee Stanton
Additional Resources Requested: None
Implementation Notes:
8/11/2014 The BBCRI will continue to fund improvements and maintenance at the UWA Nature Trails
f. Measure: Interpretive Prairie Panels
Create a series of educational posters highlighting the unique aspects of the Black Belt Prairie.

1. Achievement Target:
To raise awareness of Black Land Prairie through interpretive panels, posters, articles and activities that focus on this environment.

2. Findings (2013-2014) - Target: Partially Met
Draft posters and interpretive materials have been created, but have yet to be printed for use in the UWA Nature Trail complex.

3. Action Plan:
Final review, printing and distribution of interpretive materials
Posters and pamphlets will be sent out for review and comments prior to printing and distribution.
Established in Cycle: 2013-2014
Implementation Status: Planned
Priority: High
Implementation Description: Place final posters on UWA Nature Trails.
Projected Completion Date: 11/14/2014
Responsible Person/Group: Lee Stanton

g. Measure: Sustainability Public Service Announcements
Public Service Announcements will be created each year to promote sustainable practices such as recycling, water conservation, pollution reduction, and energy efficiency. These will be available as links through the sustainability webpage as well as aired on the UWA cable network.

1. Achievement Target:
Six public service announcements will be created each year promoting sustainability, including recycling, water conservation and energy use reduction.

2. Findings (2013-2014) - Target: Partially Met
Through collaboration with communication majors, a series of PSA's were created. However, they have yet to be released to the public. Their release was to coincide with the opening of the City of Livingston recycling center and the active collection of recyclables across campus.

3. Action Plan:
Begin active advertising upon opening of the Livingston Recycling Center
The recycling center in Livingston is slated for opening in August of 2014. At that time, an active advertising campaign will commence utilizing email, newspaper, community bulletin boards and distribution of materials to local schools.
Established in Cycle: 2013-2014
Implementation Status: Planned
Priority: High
Projected Completion Date: 09/29/2014
Responsible Person/Group: Lee Stanton
Additional Resources Requested: Although BBCRI has some funds earmarked for educational materials, director requests additional funds to cover printing and reusable grocery bags.
Budget Amount Requested: $1,500.00 (one time)

h. Measure: Sustainability projects and demonstrations across campus
To raise awareness for recycling, waste reduction and water conservation, an interpretive display will be created each academic year and placed in a central location on campus for viewing. In addition, one-day recycling events for collection of items such as old paints, batteries and electronics will also be held.

1. Achievement Target:
One interpretive display will be created per academic year to illustrate water conservation, recycling and energy use reduction. Also, BBCRI plans to sponsor at least one collection event per semester for both the campus and Livingston community.

2. Findings (2013-2014) - Target: Not Met
As the Livingston Recycling Center has yet to open, BBCRI has not yet begun the campus campaign for sustainability. The first display is slated for August 2014.

3. Action Plan:
Campus sustainability displays
The first educational display will be established in August 2014. Furthermore, staff is identifying a Saturday in November for collection of old paints and stains for the campus and Livingston community.
Established in Cycle: 2013-2014
Implementation Status: Planned
Priority: High
Implementation Description: Obtain permission to erect outdoor educational display. Recruit student volunteers to assist with project. Establish display.
Projected Completion Date: 11/29/2014
Responsible Person/Group: Lee Stanton

II. Other Plans for Improvement:

A. BBCRI Student Intern
The student intern’s responsibilities include assisting in projects focusing on both sustainability efforts and Environmental Outreach for BBCRI, as well as ongoing work at the UWA Prairie Restoration Area.
Established in Cycle: 2011-2012
Implementation Status: In-Progress
Priority: High
Implementation Description: Director will identify a new intern to work with BBCRI this Fall, who will assist in organizing efforts to raise environmental awareness for natural areas in the Black Belt, campus sustainability initiatives and ongoing work at the UWA Prairie Restoration Area.
Responsible Person/Group: Lee Stanton
Additional Resources Requested: None

B. Black Belt interpretive signs and other outreach
The interpretive prairie panels were created and installed, which greatly increased visitation to the UWA Prairie Restoration Area and trail system. Although an article focusing on Black Belt Prairie Restoration was published through 'Alabama Wildlife,' there were only five participants for the series of guided tours of the Prairies during the peak of wildflower season. Reasons for poor turnout are likely due to a combination of event timing and advertising. The BBCRI director will work with the Division of Educational Outreach PR Specialist to coordinate these messages to reach the target audience better.
Established in Cycle: 2011-2012
Implementation Status: In-Progress
Priority: High
Implementation Description: Lee Stanton will work with Gena Robbins to create a BBCRI Marketing Plan
Responsible Person/Group: Lee Stanton
Additional Resources Requested: None
Implementation Notes:
8/11/2014 With respect to the guided tours, attendance was still very low. Director will reevaluate current approach and look for viable alternatives to increase numbers of participants.

C. Continuing education workshops
Two workshops and/or training opportunities are held each year to provide local and regional landowners as well as state agencies with instruction aiding land management goals.
Established in Cycle: 2011-2012
Implementation Status: In-Progress
Priority: High
Relationships (Measure | Outcome/Objective):
Measure: Continuing Education Workshops | Outcome/Objective: Environmental Educational Outreach
Implementation Description: For the upcoming cycle, BBCRI plans to develop a program focusing on exotic species control, and a certified burn manager training course.
Responsible Person/Group: Lee Stanton
Additional Resources Requested: None
Implementation Notes:
8/11/2014 Prescribed fire workshop was held in July 2014 with 60+ participants. Continuing education workshops will continue to be held.

D. Earth Day Educational Outreach
BBCRI will continue to find innovative ways to teach students about natural conservation, sustainable lifestyle, and environmental stewardship.
Established in Cycle: 2011-2012
Implementation Status: Planned
Priority: High
Relationships (Measure | Outcome/Objective):
Measure: Earth day activities | Outcome/Objective: Environmental Educational Outreach
Implementation Description: Will provide packets of information geared to participants focusing on sustainable practices, local recycling resources, and environmental stewardship.
Responsible Person/Group: Lee Stanton
Additional Resources Requested: none
Implementation Notes:
8/11/2014 Earth day activities were held April 24 at Lake LU. Activities included canoe and jon-boat races, cookout, and a "key to sustainability" hunt. BBCRI had approximately 45 students participate.

E. Prairie and Trails Development
BBCRI provided financial support to the Lake LU Manager for both trail maintenance and materials to construct benches for resting areas along the UWA Nature Trail.
Established in Cycle: 2011-2012
Implementation Status: In-Progress
Priority: High
Relationships (Measure | Outcome/Objective):
Measure: Prairie and Trails Development | Outcome/Objective: Environmental Educational Outreach
Implementation Description: Lee Stanton will continue to work with Robby Limerick to identify ways to improve the facilities and trail network at the UWA Prairie Restoration Area
and the Nature trail complex. BBCRI will also improve current methods to track the number of
visitors using this area by Spring of 2013.

**Responsible Person/Group:** Lee Stanton  
**Additional Resources Requested:** None  
**Implementation Notes:**  
8/11/2014 The BBCRI will continue to fund improvements and maintenance at the UWA  
Nature Trails

**F. Databases will be accessible by Spring 14**  
Will work with webpage developers to upload databases and add additional webpage content.  
**Established in Cycle:** 2012-2013  
**Implementation Status:** Finished  
**Priority:** High  
**Implementation Description:** Work with Gena Robbins to facilitate completion.  
**Responsible Person/Group:** Lee Stanton  
**Additional Resources Requested:** None  
**Implementation Notes:**  
8/11/2014 Databases are now accessible

**G. Increasing student involvement**  
Although this objective was met, student involvement continued to lag despite the nice  
weather, free food and promise of a great time. To increase participant turnout, BBCRI will  
procure event banners and signage to display in highly trafficked areas on campus (cafeteria  
entrance, sidewalks between academic buildings, dormitories, etc)  
**Established in Cycle:** 2012-2013  
**Implementation Status:** Planned  
**Priority:** High  
**Implementation Description:** Purchase printed (and reusable) banners, create and display  
pinned materials, advertise through website, email and student newspaper in advance.  
**Responsible Person/Group:** Lee Stanton  
**Additional Resources Requested:** None

**H. To seek outside funding to hold one continuing education workshop**  
Continue to seek outsider funding to support one continuing education workshop.  
**Established in Cycle:** 2012-2013  
**Implementation Status:** Finished  
**Priority:** High  
**Implementation Description:** Seeking commitment from the Alabama Forestry Commission  
to hold a Certified Burn Manager training course on campus in summer 2014.  
**Responsible Person/Group:** Lee Stanton  
**Implementation Notes:**  
8/11/2014 For the 2014 workshop, BBCRI received outside funding to host speakers and  
offset cost to participants.

**I. UWA Nature Trail Maintenance**  
Ongoing nature trail mowing and maintenance, including walking path upkeep, boardwalk and  
bridge repair.  
**Established in Cycle:** 2012-2013  
**Implementation Status:** Finished  
**Priority:** High  
**Responsible Person/Group:** Lee Stanton  
**Additional Resources Requested:** None  
**Budget Amount Requested:** $10,000.00 (recurring)  
**Implementation Notes:**  
8/11/2014 This action plan is addressed in another BBCRI Objective.
J. Begin active advertising upon opening of the Livingston Recycling Center

The recycling center in Livingston is slated for opening in August of 2014. At that time, an active advertising campaign will commence utilizing email, newspaper, community bulletin boards and distribution of materials to local schools.

Established in Cycle: 2013-2014
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):
Measure: Sustainability Public Service Announcements | Outcome/Objective: Environmental Educational Outreach
Projected Completion Date: 09/29/2014
Responsible Person/Group: Lee Stanton

Additional Resources Requested: Although BBCRI has some funds earmarked for educational materials, director requests additional funds to cover printing and reusable grocery bags.
Budget Amount Requested: $1,500.00 (one time)

K. Campus sustainability displays

The first educational display will be established in August 2014. Furthermore, staff is identifying a Saturday in November for collection of old paints and stains for the campus and Livingston community.

Established in Cycle: 2013-2014
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):
Measure: Sustainability projects and demonstrations across campus | Outcome/Objective: Environmental Educational Outreach
Implementation Description: Obtain permission to erect outdoor educational display. Recruit student volunteers to assist with project. Establish display.
Projected Completion Date: 11/29/2014
Responsible Person/Group: Lee Stanton

L. Final review, printing and distribution of interpretive materials

Posters and pamphlets will be sent out for review and comments prior to printing and distribution.

Established in Cycle: 2013-2014
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):
Measure: Interpretive Prairie Panels | Outcome/Objective: Environmental Educational Outreach
Implementation Description: Place final posters on UWA Nature Trails.
Projected Completion Date: 11/14/2014
Responsible Person/Group: Lee Stanton

M. Networking with land managers in MS and AL

Director is currently networking with land managers in both Alabama and Mississippi to hold one-day workshops on habitat restoration and application of fire in natural landscapes for the 2014-2015 cycle.

Established in Cycle: 2013-2014
Implementation Status: Planned
Priority: High

Relationships (Measure | Outcome/Objective):
Measure: Continuing Education Workshops | Outcome/Objective: Environmental Educational Outreach
III. Analysis Questions and Analysis Answers

A. What specific strengths did your assessments show? (Strengths)
The major strength in these assessments is that four of the eight measures were completely met. The Earth Day activities were better attended this year, and the databases focusing on natural habitats in the Black Belt were made available on the BBCRI website. Furthermore, the BBCRI facilitated several improvements at the UWA Nature Trails, as well as supported a graduate assistant to coordinate sustainability and recycling efforts both on campus and in Livingston. As a staff of one, the director is proud of these accomplishments, but looks forward to meeting more objectives in the upcoming year.

B. What specific weaknesses or challenges did your assessments show? (Weaknesses)
The major challenge faced in implementing the sustainability demonstrations across campus was timing. To have maximum effect, these demonstrations were slated to co-occur with the opening of the City of Livingston's Recycling Center. Its original start date was October 2013, but due to permitting difficulties and shifts in City Administration, this did not occur. As this center will begin operation September 20, 2014, the campus demonstration projects will be established shortly thereafter.

C. What plans were implemented?
The following plans were implemented in the 2013-2014 cycle: 1. Earth Day Activities were held and popularity is increasing. 2. Black Belt bibliographic databases were developed and are now available online. 3. A graduate assistant was funded, and has facilitated implementation of campus- and community-wide sustainability and recycling efforts. 4. The condition of the UWA Nature Trails continues to improve and usage is increasing.

D. What plans were not implemented?
Of the plans not implemented, sustainability demonstrations across campus were not initiated.

E. How will assessment results be used for continuous improvement?
These assessments highlight both successes, as well as those plans that did not meet expectations and require additional attention and development. By reflecting on unmet or partially met plans, BBCRI staff has an opportunity to improve both organization and implementation strategies, as well as identify potential collaborators to improve the chances of meeting expectations in the next year cycle.
Planning and Assessment Approval

Department or Division: Black Belt Conservation Research Institute
Chair or Director: Dr. Lee Stanton
Dean or Vice President: Dr. Tina Jones

<table>
<thead>
<tr>
<th>Item</th>
<th>Approved</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goals</td>
<td>YES X</td>
<td></td>
</tr>
<tr>
<td>Outcomes/Objectives</td>
<td>YES X</td>
<td></td>
</tr>
<tr>
<td>Objectives</td>
<td>YES X</td>
<td></td>
</tr>
<tr>
<td>Measures</td>
<td>YES X</td>
<td></td>
</tr>
<tr>
<td>Achievement Targets</td>
<td>YES X</td>
<td>Achievements were discussed in an action for publicity were prioritized.</td>
</tr>
</tbody>
</table>

Goals are broad statements describing what the unit wants to accomplish. Goals relate to both the unit's mission and the University's mission. The goal(s) is stated as the University goal(s) a unit is attempting to meet.

Outcomes and objectives are statements that describe in some detail what the unit plans to accomplish. Outcomes/objectives are associated with all applicable goals, strategic plans, standards, and institutional priorities.

Objectives are active-verb descriptions of specific points or tasks the unit will accomplish or reach. Outcomes are active-verb descriptions of a desired end result related to student learning and the unit's mission.

Measures are statements to judge success in achieving the stated outcome or objective. Measures contain information on the type of evidence and assessment tool that a unit will use to verify if stated outcome/objective has been met.

Achievement targets are the thresholds that the measures must meet for the unit to determine that it has been successful in meeting its specified outcomes/objectives. Achievement targets are measurable statements.
**SELF-STUDY**

<table>
<thead>
<tr>
<th>Item</th>
<th>Approved</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Findings</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Findings are indications whether an outcome/objective was met or not. Findings are put into the system under each achievement target. Findings include an interpretation of results, possible uses of results, reflection on problems encountered, indicated improvements/changes and strengths or weakness.</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td><strong>Action Plans</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Action plans are detailed plans created by the unit to meet an outcome/objective that was only partially met or not met or to make improvement to those outcomes/objectives that were met but still need some strengthening. The plan includes a projected completion date, implementation description, responsible person(s)/group, resources required, and budget amount (if applicable).</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>Action plans created in previous cycles have been updated with implementation notes.</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td><strong>Annual Report</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The Annual Report section contains information on key achievements, faculty and/or staff achievements, and community/public.</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td><strong>Analysis Report</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The unit has reflected on and created narratives for each of the following areas: specific strengths and progress made on outcomes/objectives, specific weaknesses or challenges, plans that were and were not implemented, and how assessment results will be used for continuous improvement.</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>NO</td>
<td></td>
</tr>
</tbody>
</table>

Approved by: [Signature of Dean or Vice President]  
Date: 12-3-14

Received by OIE: [Signature of Coordinator of Planning and Assessment]  
Date: 12-3-14