Mission / Purpose
The University of West Alabama Department of Fine Arts provides students with the knowledge and technical skill needed to become active practitioners in the arts as well as engaged members of the artistic community. Through hands on instruction in the classroom and a myriad of artistic showcases, the Fine Arts Department creates a forum for students, faculty and members of the Livingston community to engage and appreciate the arts.

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

A. Goal: Address the educational, social, and cultural needs of the overall student body.
Address the educational, social, and cultural needs of the overall student body.

1. Outcome: Interdisciplinary Projects
Students will synthesize their creative knowledge in their areas of concentration through the execution of multidisciplinary presentations of material relating to the social, economic, political, and artistic issues of the Black Belt region.

a. Measure: Creative Process Portfolio
In order to empower students to continue their artistic growth through objective critiques and to facilitate the organization of materials for future school and/or job applications, students will create a portfolio chronicling their work in the Fine Arts Department.

1. Achievement Target:
Students will submit a discipline-relevant portfolio two semesters prior to graduation. The portfolio will be reviewed by a discipline-relevant expert from outside of the UWA community. Feedback from the review will be used by the student in continued career development, in addition to being used by UWA faculty for curriculum and program evaluation.

2. Findings (2016-2017) - Target: Not Met
In anticipation of a permanent Fine Arts chair in the Fall of 2018, no creative process portfolio rubric has been created or implemented.

3. Action Plan
Creative Portfolio Documentation
In order to help Fine Arts students continue their growth as artists in their respective fields, the Fine Arts Department should seek to collect and document their work.
Established in Cycle: 2013-2014
Implementation Status: Planned
Priority: Medium
Relationships (Measure | Outcome/Objective):
Measure: Creative Process Portfolio  | Outcome/Objective: Interdisciplinary Projects
Implementation Description: Create a committee to establish portfolio guidelines and procedures, collate and collect student work, create evaluation procedures for all disciplines that make up the Interdisciplinary Arts Degree.
Responsible Person/Group: These efforts should be implemented and organized by the new, permanent, Fine Arts Department Chair.
Additional Resources Requested:  n/a
Implementation Notes:
11/14/2017  Upon appointment of permanent Fine Arts chair, this creative portfolio process will begin.

2. Outcome: Critical Thinking
   Students who complete an introductory level class in the Fine Arts will be able to analyze, discuss, and contextualize a work of art or performance.

   a. Measure: Display of critical thinking skills
      Students in all introductory level courses, including Introduction to Art, Music, and Theatre, will demonstrate critical thinking skills through the successful (70% or higher) completion of a comprehensive final exam or equivalent. The instructor of each course will determine the appropriate assessment techniques relevant to their specific course(s).

   1. Achievement Target:
      Students in all introductory level courses will score a minimum of 70% or higher on a comprehensive final exam or equivalent. Department chair will collect class-specific data from each instructor, and compile information in a spreadsheet for analysis.

      Of the seven introductory courses with reported data, 57% of students scored 70% or higher on a comprehensive final exam or equivalent. Due to this finding, the respective target for next year has been changed to reflect a more realistic goal.

   3. Action Plans:
      a. Mac Computers
      Purchase 10 Apple computers for digital art work and projects.
      Established in Cycle:  2011-2012
      Implementation Status:  On-Hold
      Priority:  Medium
      Relationships (Measure | Outcome/Objective):
      Measure: Display of critical thinking skills  | Outcome/Objective: Critical Thinking
      Implementation Description:  Create location for computers and submit technology plan
      Projected Completion Date:  08/31/2011
      Responsible Person/Group:  Department Chair
      Budget Amount Requested:  $0.00 (no request)
      Implementation Notes:  5/11/2017  This plan is not a priority at this time.

      b. Increase in critical thinking skills in introductory level courses
      All introductory level fine arts courses administer a comprehensive final exam or equivalent. Upon review of the respective target in the 2016-2017 academic year, the department chair realized the target's wording was inappropriate. To better reflect the goals of each introductory course, the target has been adjusted for the 2017-2018 academic year. The department chair will also continue to work to increase instructor participation in collection of comprehensive final exam grades.
      Established in Cycle:  2016-2017
      Implementation Status:  Planned
      Priority:  High
      Relationships (Measure | Outcome/Objective):
      Measure: Display of critical thinking skills  | Outcome/Objective: Critical Thinking
      Implementation Description:  1. Adjust 2017-2018 target. 2. Chair will continue to work to increase instructor participation.
II. Goals and Other Outcomes/Objectives, with Any Related Measures, Targets, Findings, and Action Plans

A. Goal: Address the educational, social, and cultural needs of the overall student body.
Address the educational, social, and cultural needs of the overall student body.

1. Objective: Develop and maintain relevant and competitive fine arts programs.
The Department of Fine Arts will develop and maintain relevant and competitive fine arts programs in music, theatre, and in the visual arts.

a. Measure: Recruit students for Interdisciplinary Arts major
To maintain the Interdisciplinary Arts program, a certain number of students must successfully graduate each year. Therefore, the department must recruit a higher volume of students than currently enrolled in the program. This recruitment will be accomplished through various means such as partnership with UWA Band, direct mailings to high school music programs, and recruitment trips to target high schools.

1. Achievement Target:
By December 2016, send direct mailings to a minimum of 50 target high school music programs. Upon sending direct mailings, department will follow up with emails to music program directors in order to gauge program interest. Faculty will conduct two recruiting trips per year.

Approximately 10 target high school music programs have been mailed information regarding the Interdisciplinary Arts major. The department is currently working on additional mailings at this time, but considering budgetary limitations, the mailings have to be spaced out throughout the year. Faculty have been on more than two recruiting trips per year, including visits to Tuscaloosa Christian Academy in Tuscaloosa, AL and Brighton High School in Boston, MA.

3. Action Plan:
   Maintaining the Interdisciplinary Arts Degree
In another year the Alabama Council of Higher Education will conduct a review of the Interdisciplinary Arts Degree. One of the key components of this review is that the program will have an average of six graduates per year for the first five years. Consequently, recruiting students will become a high priority in the coming years. In addition to a new focus on attracting students to the Department and the new degree program.

   Established in Cycle: 2010-2011
   Implementation Status: In-Progress
   Priority: High

   Relationships (Measure | Outcome/Objective):
   Measure: Recruit students for Interdisciplinary Arts major | Outcome/Objective: Develop and maintain relevant and competitive fine arts programs.

   Implementation Notes:
   11/14/2017 No external review has been announced at this time. However, in preparation of a review, the department has continued to review structure and curriculum for the Interdisciplinary Arts major (IDA), and is making efforts to continue recruiting students for this major.

b. Measure: Demonstrate viability of music major
The Department of Fine Arts, in partnership with the UWA Band Program, will demonstrate that the creation of a new music major is viable within the UWA student body. Viability will be shown through current and potential student interest.

1. Achievement Target:
   Compile a list of high school students and current UWA students who have indicated an interest in a UWA music major by the end of Fall, 2016. The list must be comprised of a minimum of 40 names, and will be used to demonstrate viability of this program to the Dean and Provost.

2. Findings (2016-2017) - Target: Met
   A list of high school students and current UWA students who have shown interest in a UWA music major has been compiled. The viability for this program has been demonstrated to the Provost, and necessary steps for the creation of this major are currently proceeding.

III. Other Plans for Improvement

A. Maintaining the Interdisciplinary Arts Degree
   In another year the Alabama Council of Higher Education will conduct a review of the Interdisciplinary Arts Degree. One of the key components of this review is that the program will have an average of six graduates per year for the first five years. Consequently, recruiting students will become a high priority in the coming years. In addition to a new focus on attracting students to the Department and the new degree program.

   Established in Cycle: 2010-2011
   Implementation Status: In-Progress
   Priority: High
   Relationships (Measure | Outcome/Objective):
   Measure: Recruit students for Interdisciplinary Arts major | Outcome/Objective: Develop and maintain relevant and competitive fine arts programs.

   Implementation Notes:
   11/14/2017 No external review has been announced at this time. However, in preparation of a review, the department has continued to review structure and curriculum for the Interdisciplinary Arts major (IDA), and is making efforts to continue recruiting students for this major.

B. Hire a full-time faculty member with a terminal degree in Music
   Hire a full-time faculty member with a terminal degree in Music to help with the current course load of students within the University community. Also, due to the growth of the Interdisciplinary Arts Degree, we need a second music faculty to help teach the required courses and grow our programs.

   Established in Cycle: 2011-2012
   Implementation Status: In-Progress
   Priority: High
   Implementation Description: Submit faculty staffing plan
   Projected Completion Date: 02/29/2012
   Responsible Person/Group: Department Chair
   Additional Resources Requested: 50,000 - Salary 15,500 - Benefits 1,000 - Computer
   Budget Amount Requested: $66,500.00 (recurring)

   Implementation Notes:
   11/14/2017 Upon official creation of a music major, this faculty member will be necessary.
   5/11/2017 The need for this position still exists.

C. Mac Computers
Purchase 10 Apple computers for digital art work and projects.
**Established in Cycle:** 2011-2012
**Implementation Status:** On-Hold
**Priority:** Medium
**Relationships (Measure | Outcome/Objective):**
Measure: Display of critical thinking skills | Outcome/Objective: Critical Thinking
**Implementation Description:** Create location for computers and submit technology plan
**Projected Completion Date:** 08/31/2011
**Responsible Person/Group:** Department Chair
**Budget Amount Requested:** $0.00 (no request)
**Implementation Notes:** 5/11/2017 This plan is not a priority at this time.

**D. Creative Portfolio Documentation**
In order to help Fine Arts students continue their growth as artists in their respective fields, the Fine Arts Department should seek to collect and document their work.
**Established in Cycle:** 2013-2014
**Implementation Status:** Planned
**Priority:** Medium
**Relationships (Measure | Outcome/Objective):**
Measure: Creative Process Portfolio | Outcome/Objective: Interdisciplinary Projects
**Implementation Description:** Create a committee to establish portfolio guidelines and procedures, collate and collect student work, create evaluation procedures for all disciplines that make up the Interdisciplinary Arts Degree.
**Responsible Person/Group:** These efforts should be implemented and organized by the new, permanent, Fine Arts Department Chair.
**Additional Resources Requested:** n/a
**Implementation Notes:** 11/14/2017 Upon appointment of permanent Fine Arts chair, this creative portfolio process will begin.

**E. New Course Offerings**
An updated review of the Fine Arts curriculum needs to be completed when a new Fine Arts Chair is named.
**Established in Cycle:** 2013-2014
**Implementation Status:** In-Progress
**Priority:** High
**Implementation Description:** Hire a Fine Arts Chair, review course offerings, evaluate interest and need levels, analyze staffing concerns.
**Responsible Person/Group:** Dean of Liberal Arts/Fine Arts Chair
**Implementation Notes:** 11/14/2017 No new courses have been created or offered at this time. Again, upon official creation of the music major, new courses will be offered.
5/11/2017 No new courses are planned to be created or added until the implementation of the new music major.

**F. Increase in critical thinking skills in introductory level courses**
All introductory level fine arts courses administer a comprehensive final exam or equivalent. Upon review of the respective target in the 2016-2017 academic year, the department chair realized the target's wording was inappropriate. To better reflect the goals of each introductory course, the target has been adjusted for the 2017-2018 academic year. The department chair will also continue to work to increase instructor participation in collection of comprehensive final exam grades.
**Established in Cycle:** 2016-2017
**Implementation Status:** Planned
Priority: High
Relationships (Measure | Outcome/Objective):
Measure: Display of critical thinking skills | Outcome/Objective: Critical Thinking
Implementation Description: 1. Adjust 2017-2018 target. 2. Chair will continue to work to increase instructor participation.

IV. Analysis Questions and Analysis Answers

A. What specific strengths did your assessments show? (Strengths)
The department has added and refined new Fine Arts courses. This provides additional opportunities for students and a more-streamlined pathway to graduation. The department has also created a Music major, which is currently being submitted to ACHE for approval. Upon approval, this new major will provide a new opportunity for students who have expressed interest in studying music at UWA. The department has also improved recruitment to levels that have not existed since before 1992. Department has already seen an increased number of quality students in the vocal program, and faculty anticipate a high-quality launch to the Music major this fall.

B. What specific weaknesses or challenges did your assessments show? (Weaknesses)
Department does not have enough qualified faculty to fully staff a music major. Therefore, the department will have to look to adjuncts to teach necessary courses. Funding is not sufficient for the additional equipment required for a functioning Music major. Department is currently looking for grants to provide additional money for these costs. With the current excitement surrounding the possible Music major, it is imperative that both the Art and Theatre programs do not become overlooked.

C. What plans were implemented?
A list of high school students and current UWA students who have shown interest in a UWA music major has been compiled. The viability for this program has been demonstrated to the Provost, and necessary steps for the creation of this major are currently proceeding.

D. What plans were not implemented?
Creative Portfolio process was not created or implemented. This is still highly important for Interdisciplinary Arts students as they prepare for graduation and employment. This process will still need to be completed upon the hiring of a permanent Fine Arts chair. Approximately 10 target high school music programs have been mailed information regarding the Interdisciplinary Arts major, instead of the target of 50 high school music programs. Of the seven introductory courses with reported data, 57% of students scored 70% or higher on a comprehensive final exam or equivalent, instead of the target of 70% of students.

E. How will assessment results be used for continuous improvement?
Assessment results will be used to modify current recruiting methods to best utilize funds available. It seems as if large mailings may not be as effective in recruiting interested students as local and/or regional visits by UWA Fine Arts faculty. Department will attempt to create a balanced recruit approach using both mailing and direct visits. Department will continue tracking of introductory level courses to assess student learning outcomes and will make appropriate changes to course teaching styles and practices.

V. Annual Report Section Responses

A. Key Achievements
See attached document for key achievements.

B. Faculty Achievements
See attached documents for faculty achievements.

C. Public/Community Service
   See key achievements above.
Planning and Assessment Approval

Department or Division: Fine Arts  
Chair or Director: Mr. Erik Larson  
Dean or Vice President: Dr. Mark Davis

<table>
<thead>
<tr>
<th>ANNUAL PLAN</th>
<th>Approved</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goals</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td>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.</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>Outcomes/Objectives</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td>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.</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>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.</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>Measures</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td>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.</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>Achievement Targets</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td>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.</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td></td>
<td>NO</td>
<td></td>
</tr>
</tbody>
</table>
**SELF-STUDY**

<table>
<thead>
<tr>
<th>Item</th>
<th>Approved</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Findings</td>
<td>YES x</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>NO</td>
<td></td>
</tr>
<tr>
<td>Action Plans</td>
<td>YES x</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>NO</td>
<td></td>
</tr>
<tr>
<td>Action plans created in previous cycles have been updated with implementation notes.</td>
<td>YES x</td>
<td></td>
</tr>
<tr>
<td>Annual Report</td>
<td>YES x</td>
<td>This is missing the achievement summary and special reporting sections. Something regarding the achievements of these active faculty members is important. Necessary documents are now present.</td>
</tr>
<tr>
<td>The Annual Report section contains information on key achievements, faculty and/or staff achievements, and community/public.</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>Analysis Report</td>
<td>YES x</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>NO</td>
<td></td>
</tr>
</tbody>
</table>

Approved by: [Signature]
Date: __1-26-18__ __2-14-18__

Received by OIE: [Signature]
Date: __2/14/18__