Analysis Questions and Analysis Answers

For Academic Programs
Informed by your assessment activities related to student learning, what changes have you made in your degree program in the last three to five years? Describe the changes (e.g., curriculum revision, new courses, faculty development), the general results that prompted the changes (e.g., student performance on an assessment measure), and any impact on student learning that you might attribute to these changes.

The changes made in the department in the last 3-5 years include the following:

(a) Department has initiated a strategic plan
(b) The guideline for Department’s Student Awards has been revised
(c) Curriculum has been revised (e.g., students are strongly encouraged to pursue the thesis option, GY 523 Quantitative Methods course is now required)
(d) Graduate Committee and Curriculum Committee have been given greater responsibilities
(e) Graduate program recruitment trips initiated
(f) Graduate handbook revised
(g) Introduced and expanded colloquium
(h) Encouraged and supported more students participation at professional conferences

For Administrative Support and Student Support Units
Informed by your assessment activities, what changes have you made in your unit in the last three to five years? Describe the changes, the general results that prompted the changes, and the impact on your unit’s clients/customers that you might attribute to these changes.

Mission / Purpose
As a unit of the College of Arts and Sciences, the Department of Geography is committed to fulfill the basic missions established for the college in terms of quality teaching, research and creative activities, and service to the state and country. The discipline of geography is concerned with the description, analysis and explanation of the variable character of the earth’s surface. Geography seeks to explain how the subsystems of the physical environment are organized, and how humans distribute themselves in relation to physical features and human activity. Thus, the science of geography is concerned with the development and testing of theories that explain and predict the location, distribution and interrelationships of the world’s human and environmental systems. As part of the College of Arts and Sciences, the Department of Geography makes an important contribution to the Liberal Arts Curriculum by providing students an understanding of the variety and complexity of the world’s cultural, economic, and environmental systems and their interactions. As part of the University and State of Alabama, the Department of Geography plays an important role in training professionals, conducting applied research, and pursuing scholarly endeavors pertinent to the specialties of the research faculty.

Goals

G 1: Demonstrate broad background
Students will demonstrate a broad background

Student Learning Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans

SLO 1: Demonstrate broad background
Students will demonstrate a broad background in the discipline of geography, as well as an in depth background in their area of concentration as developed in consultation with their advisor.

Connected Documents
Curriculum Map II-Geography M.S.
Curriculum Maps I-Geography M.S.

Relevant Associations:

Standard Associations
SACS 3.3.1
3.3.1.1 Educational programs, to include student learning outcomes
3.3.1.3 Educational support services

Strategic Plan Associations
University of Alabama
1.1 Promote and enhance areas of academic, scholarship, and research excellence.

Related Measures
M 1: Exam Performance
Each student's breadth and depth are tested in a qualifying exam in their third or fourth semester in residence. A rubric is used to assess understanding of topic, articulation of argument, presentation of evidence, implication of points argued and logical progression of ideas. Out of a maximum rubric score of 120, the student is expected to score 100.

Source of Evidence: Standardized test of subject matter knowledge

Target:
No Target Established

M 3: Performance on post-test in GY500
Percent of students who achieve 70% on a post-test in GY 500
Source of Evidence: Faculty pre-test / post-test of knowledge mastery

Target:
No Target Established

SLO 2: Demonstrate ability to carry out research project
Students will demonstrate their ability to carry out an original research project.

Connected Documents
Curriculum Map II-Geography M.S.
Curriculum Maps I-Geography M.S.

Relevant Associations:
Standard Associations
SACS 3.3.1
3.3.1.4 Research within its educational mission

Strategic Plan Associations
University of Alabama
1.1 Promote and enhance areas of academic, scholarship, and research excellence.
2.8 Promote collaborative research approaches to address large scale problems of regional and national interest.
4.3 Produce scholars who will become academic and civic leaders in their disciplines.

Related Measures

M 2: Student Rate on GY523
Students are able to demonstrate competency in data presentation by conducting original quantitative research with a conference quality poster

Source of Evidence: Student course evaluations on learning gains made

Target:
No Target Established

M 4: Performance on thesis project
Students have the option of writing a thesis (requiring a defense) or a non-thesis project. A rubric will be used to evaluate thesis on the basis of problem definition, hypothesis, research methods, data analysis, and presentation of findings.

Source of Evidence: Senior thesis or culminating major project

Target:
Out of a maximum of rubric score of 120, the student is expected to score 100.

M 5: Performance on non-thesis projects
For non-thesis projects a rubric will be used on the basis of the criteria stated in Measure 2.1 above.

Source of Evidence: Senior thesis or culminating major project

Target:
No Target Established

M 6: Student research proposal rate
Percent of students research proposal rated as satisfactory or exemplary on rubric in GY 500.

Source of Evidence: Student course evaluations on learning gains made

Target:
No Target Established

Other Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans

OthOtcm 3: Improve program quality
The program will improve and sustain a high level of recognized quality.

Relevant Associations:
Standard Associations
SACS 3.3.1
3.3.1.1 Educational programs, to include student learning outcomes

Strategic Plan Associations
University of Alabama
1.1 Promote and enhance areas of academic, scholarship, and research excellence.
1.2 Increase the recognition of the University's service priorities that enhance the quality of life for all Alabamians.
1.3 Improve communication and increase collaboration among academic and administrative units.
1.4 Align resources to most effectively support academic, scholarship, and research excellence priorities.
1.5 Effectively use course offerings and class size to support priorities.
1.6 Streamline administrative functions and improve their effectiveness.
1.7 Sharpen assessment activities of all campus functions and link those to an enhanced planning process.
1.8 Develop the research infrastructure and enhance the library resources necessary to be competitive for grants and contracts.
2.1 Provide competitive salaries and benefits for faculty and staff.
2.2 Ensure performance-based merit salary increases.
2.3 Create new types of faculty and staff positions that reflect the changing role of technical, research, creative, and clinical activities.
2.4 Increase the number of graduate research and teaching assistants and provide them with competitive salaries and benefits.
2.5 Improve communication among all constituent groups in campus decision-making processes.
2.8 Promote collaborative research approaches to address large scale problems of regional and national interest.
3.2 Expand the development of living/learning communities.
3.4 Increase involvement of undergraduate students in research and scholarly activities.
3.5 Continue progress in achieving diversity among faculty, staff, students and administration.
3.8 Equip classrooms, libraries, and laboratories for state-of-the-art learning.
3.10 Continue to modernize information technology resources.
3.11 Increase attention to, and rewards for, excellence in teaching.
3.12 Increase the level of academic scholarship support.
3.14 Provide career preparation and employment services that lead graduates to satisfying and productive careers and professions.
4.1 Provide leadership in addressing economic, social, and cultural issues in Alabama through research and outreach activities.
4.3 Produce scholars who will become academic and civic leaders in their disciplines.

**Related Measures**

**M 7: Review strengths**
8-year program review strengths
Source of Evidence: Academic indirect indicator of learning - other
**Target:**
No Target Established

**M 8: Review opportunities**
8-year program review opportunities for improvement
Source of Evidence: Academic indirect indicator of learning - other
**Target:**
No Target Established

**M 9: List of changes since last review**
List of changes made as a result of the review (or since last year)
Source of Evidence: Academic indirect indicator of learning - other
**Target:**
No Target Required

**OthOtm 4: Optimal Program Enrollments and Degree Completion**
The program will build and sustain an optimal level of annual program enrollments and degree completion.

**Relevant Associations:**

**Standard Associations**

*SACS 3.3.1*

3.3.1.3 Educational support services

**Strategic Plan Associations**

University of Alabama

1.5 Effectively use course offerings and class size to support priorities.
3.2 Expand the development of living/learning communities.
3.5 Continue progress in achieving diversity among faculty, staff, students and administration.

**Related Measures**

**M 10: Number of Students in MS Program**
Number of students enrolled in the graduate program for the last three fall semesters
Source of Evidence: Academic indirect indicator of learning - other
**Target:**
The Department envisions a total of 40 Master's students in Geography.

**M 11: Number of graduate degrees awarded**
Number of graduate degrees awarded for the last three years
Source of Evidence: Academic indirect indicator of learning - other
**Target:**
No Target Established

**M 12: List of changes since last assessment**
List of changes made as a result of the last assessment
Source of Evidence: Academic indirect indicator of learning - other

**Target:**
No Target Established

**OthOtcn 5: Highly Valued by Program Graduates**
The program will be highly valued by its program graduates and other key constituencies it serves.

**Relevant Associations:**

**Standard Associations**

**SACS 3.3.1**

3.3.1.1 Educational programs, to include student learning outcomes

**Strategic Plan Associations**

University of Alabama

3.9 Ensure user-friendly support services for students, faculty, and staff.
3.11 Increase attention to, and rewards for, excellence in teaching.
3.12 Increase the level of academic scholarship support.
3.13 Ensure the campus environment is safe for all members of the campus community.
3.14 Provide career preparation and employment services that lead graduates to satisfying and productive careers and professions.
4.1 Provide leadership in addressing economic, social, and cultural issues in Alabama through research and outreach activities.
4.2 Promote collaboration with business, non-profit, and governmental agencies to advance the economic, social, and cultural condition of Alabama.
4.3 Produce scholars who will become academic and civic leaders in their disciplines.
4.4 Produce graduates who will serve as effective leaders in Alabama’s government, businesses, educational systems, health care, the arts, and other professions, and who will be leaders in their communities.
4.5 Develop and reward leadership skills among students, faculty, and staff.

**Related Measures**

**M 12: List of changes since last assessment**
List of changes made as a result of the last assessment
Source of Evidence: Academic indirect indicator of learning - other

**Target:**

- New Chair joins the Department.
- Graduate Committee and Curriculum Committee given greater responsibilities.
- Graduate program recruiting trips initiated.
- Search for new Physical Geographer completed.
- Space renovation projects initiated.
- Revised version of the Graduate Handbook.

**M 13: Graduating Graduate students survey results**
Results from University-wide Graduating Survey for graduate students
Source of Evidence: Student satisfaction survey at end of the program

**Target:**
No Target Established

**M 14: Exit Survey Results**
Results from exit survey for graduates
Source of Evidence: Student satisfaction survey at end of the program

**Target:**
No Target Established

**OthOtcn 6: Department Outcome: Understanding of the world's systems**
The department seeks to teach students to understand the variety and complexity of the world's natural, cultural, economic, and environmental systems and their interactions.

**Relevant Associations:**

**Standard Associations**

**SACS 3.3.1**

3.3.1.1 Educational programs, to include student learning outcomes

**Strategic Plan Associations**

University of Alabama

1.1 Promote and enhance areas of academic, scholarship, and research excellence.
2.3 Create new types of faculty and staff positions that reflect the changing role of technical, research, creative, and clinical activities.
2.7 Expand the University's emphasis on global and cultural studies.
3.2 Expand the development of living/learning communities.
3.3 Encourage and reward creative strategies for engaging students in learning and life-long learning.
3.4 Increase involvement of undergraduate students in research and scholarly activities.
3.5 Continue progress in achieving diversity among faculty, staff, and students and administration.
3.8 Equip classrooms, libraries, and laboratories for state-of-the-art learning.
3.10 Continue to modernize information technology resources.
3.11 Increase attention to, and rewards for, excellence in teaching.
3.12 Increase the level of academic scholarship support.

Related Measures

M 15: Total credit hour production
Total semester credit hour production for the last three fall semesters
Source of Evidence: Academic indirect indicator of learning - other
Target: No Target Established

M 16: Number of Courses and Sections
Number of courses and sections offered for the last three fall semesters
Source of Evidence: Academic indirect indicator of learning - other
Target: No Target Established

M 17: Number of Degrees Awarded to ACHE
Relation of number of degrees awarded to ACHE viability standards
Source of Evidence: Academic indirect indicator of learning - other
Target: No Target Established

OthOtm 7: Department Outcome: Develop and disseminate geographic research
Develop and disseminate geographic research pertaining to the physical and human environments, and the application of geographic information techniques by faculty.

Relevant Associations:
Standard Associations
SACS 3.3.1
3.3.1.4 Research within its educational mission
3.3.1.5 Community/public service within its educational mission

Strategic Plan Associations
University of Alabama
1.1 Promote and enhance areas of academic, scholarship, and research excellence.
1.4 Align resources to most effectively support academic, scholarship, and research excellence priorities.
1.8 Develop the research infrastructure and enhance the library resources necessary to be competitive for grants and contracts.
2.3 Create new types of faculty and staff positions that reflect the changing role of technical, research, creative, and clinical activities.
2.4 Increase the number of graduate research and teaching assistants and provide them with competitive salaries and benefits.
2.7 Expand the University's emphasis on global and cultural studies.
2.8 Promote collaborative research approaches to address large scale problems of regional and national interest.
3.4 Increase involvement of undergraduate students in research and scholarly activities.
3.10 Continue to modernize information technology resources.
4.1 Provide leadership in addressing economic, social, and cultural issues in Alabama through research and outreach activities.

Related Measures

M 18: Number of scholarly publications
At the end of the spring semester, the assessment coordinator will count the number of scholarly publications by faculty and students.
Source of Evidence: Academic indirect indicator of learning - other
Target:
The Department envisions 30 professional publications per year.

M 19: Number of conference presentations
At end of spring semester, assessment coordinator will count total conference presentations by faculty and students.
Source of Evidence: Academic indirect indicator of learning - other
Target:
The Department envisions 50 professional presentations per year.

M 20: Number of grant proposals and contracts
Number of grant proposals and contracts submitted, in force, and funded identified in Faculty Activity Reports.
Source of Evidence: Academic indirect indicator of learning - other
Target:
The Department envisions bringing in $600,000 in external funding per year.

OthOtm 8: Department Outcome: Provide services
Provide services to profession, community, and institution.

Relevant Associations:
Standard Associations
SACS 3.3.1
3.3.1.5 Community/public service within its educational mission

Strategic Plan Associations

University of Alabama
1.2 Increase the recognition of the University's service priorities that enhance the quality of life for all Alabamians.
4.1 Provide leadership in addressing economic, social, and cultural issues in Alabama through research and outreach activities.
4.2 Promote collaboration with business, non-profit, and governmental agencies to advance the economic, social, and cultural condition of Alabama.
4.4 Produce graduates who will serve as effective leaders in Alabama's government, businesses, educational systems, health care, the arts, and other professions, and who will be leaders in their communities.
4.6 Promote leadership development among Alabama's community leaders, businesses, educational systems, healthcare systems, government agencies, arts organizations, and other vital areas of the state.
4.7 Support our alumni in serving as leaders in their professions and communities.

Related Measures

M 21: Faculty's service
Faculty's service to profession, community, and college and university identified in Faculty Activity Reports.
Source of Evidence: Academic indirect indicator of learning - other
Target: No Target Established

M 22: Department's service
Department's service to community identified in Faculty Activity Reports.
Source of Evidence: Academic indirect indicator of learning - other
Target: No Target Established

Details of Action Plans for This Cycle (by Established cycle, then alpha)

Enrollment of Graduate Students
Grow enrollment of the graduate program through GRA funded positions.
Established in Cycle: 2012-2013
Implementation Status: Planned
Priority: High
Implementation Description: Not complete. The number of submitted research proposals has increased but without proportional success.
Responsible Person/Group: Chair and Faculty
Additional Resources: None

Geographical Information System
Essential that the Department play a central role in the growth of Geographical Information Science across the UA campus.
Established in Cycle: 2012-2013
Implementation Status: Planned
Priority: High
Implementation Description: Action in progress. Faculty expertise in Geographic Information Science was added in Fall 2012 to complement existing faculty expertise and support our ambition to be the leading department for the development of Geographical Information Science at the university.
Responsible Person/Group: Chair
Additional Resources: None

Graduate Advising
The department should improve the graduate advising process.
Established in Cycle: 2012-2013
Implementation Status: Planned
Priority: High
Implementation Description: The department discontinued the present advising process and created a graduate studies advising committee responsible for over-all departmental advising policy.
Responsible Person/Group: Graduate committee
Additional Resources: None

Graduate Committee
Establishment of a formal graduate committee charged with recruiting quality students and updating the department's web page for recruiting purposes.
Established in Cycle: 2012-2013
Implementation Status: Planned
Priority: High
Implementation Description: A graduate studies recruitment and admissions committee was established and the department's web page is updated regularly.
Responsible Person/Group: Chair
Additional Resources: None

Promotion and Tenure Guidelines
The department should change the Promotion and Tenure guidelines to reflect the increased expectations for scholarship.
Established in Cycle: 2012-2013
Implementation Status: Finished
Priority: High
Implementation Description: Guidelines approved by faculty vote in December 2012 to be effective as of August 2013.
Projected Completion Date: 09/2013
Responsible Person/Group: Chair
Additional Resources: No additional resources

Recruitment of Graduate Students
Increase recruitment of graduate students from outside Alabama.
Established in Cycle: 2012-2013
Implementation Status: Planned
Priority: High
Implementation Description: In 2010/11 GTA stipends were increased 5 percent.
Responsible Person/Group: Chair and the Dean's Office.
Additional Resources: Yes

Research Grant Proposals
The department should strive for a greater number of research grant proposals, a larger proportion of faculty involved in funded research and greater collaboration with other academic units and other universities in proposal development.
Established in Cycle: 2012-2013
Implementation Status: Finished
Priority: High
Implementation Description: This action is ongoing and has been successful to date. The department has made three faculty appointments and all three hires were made with the explicit expectation that they will actively pursue and secure external funding.
Projected Completion Date: 09/2014
Responsible Person/Group: Chair
Additional Resources: New Faculty to maximize opportunities for external research funding.

Thesis/Non-Thesis Option
The department retains the non-thesis option, but stipulate in the graduate handbook and departmental website that the department strongly encourages students to select the thesis option.
Established in Cycle: 2012-2013
Implementation Status: Planned
Priority: High
Implementation Description: Graduate handbook revised in Fall 2012 and clarified that the thesis option was the primary track.
Responsible Person/Group: Chair in consultation with faculty.
Additional Resources: None
Mission / Purpose

As a unit of the College of Arts and Sciences, the Department of Geography is committed to fulfill the basic missions established for the college in terms of quality teaching, research and creative activities, and service to the state and country. The discipline of geography is concerned with the description, analysis and explanation of the variable character of the earth's surface. Geography seeks to explain how the subsystems of the physical environment are organized, and how humans distribute themselves in relation to physical features and human activity. Thus, the science of geography is concerned with the development and testing of theories that explain and predict the location, distribution and interrelationships of the world's human and environmental systems. As part of the College of Arts and Sciences, the Department of Geography makes an important contribution to the Liberal Arts Curriculum by providing students an understanding of the variety and complexity of the world's cultural, economic, and environmental systems and their interactions. As part of the University and State of Alabama, the Department of Geography plays an important role in training professionals, conducting applied research, and pursuing scholarly endeavors pertinent to the specialties of the research faculty.

Goals

G 1: Demonstrate broad background
Students will demonstrate a broad background

Student Learning Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans

SLO 1: Demonstrate broad background
Students will demonstrate a broad background in the discipline of geography, as well as an in depth background in their area of concentration as developed in consultation with their advisor.

Connected Documents
Curriculum Map II-Geography M.S.
Curriculum Maps I-Geography M.S.

Relevant Associations:
Standard Associations
SACS 3.3.1
3.3.1.1 Educational programs, to include student learning outcomes
3.3.1.3 Educational support services

Strategic Plan Associations
University of Alabama
1.1 Promote and enhance areas of academic, scholarship, and research excellence.

Related Measures

M 1: Exam Performance
Each student's breadth and depth are tested in a qualifying exam in their third or fourth semester in residence. A rubric is used to assess understanding of topic, articulation of argument, presentation of evidence, implication of points argued and logical progression of ideas. Out of a maximum rubric score of 120, the student is expected to score 100.
Source of Evidence: Standardized test of subject matter knowledge

Target:
No Target Established

Finding (2012-2013) - Target: Met
For the Master’s qualifying exam, 62.5 percent of students achieved the goal of at least 100 out of 120 on the rubric.

M 3: Performance on post-test in GY500
Percent of students who achieve 70% on a post-test in GY 500
Source of Evidence: Faculty pre-test / post-test of knowledge mastery

Target:
No Target Established

Finding (2012-2013) - Target: Met
In a post-test, 100 percent of the students reported that they had a clear idea or some idea of what the concept meant and could explain 50 percent or more of the concepts items listed.

SLO 2: Demonstrate ability to carry out research project
Students will demonstrate their ability to carry out an original research project.

Connected Documents
Curriculum Map II-Geography M.S.
Curriculum Maps I-Geography M.S.
Relevant Associations:

Standard Associations
SACS 3.3.1
3.3.1.4 Research within its educational mission

Strategic Plan Associations
University of Alabama
1.1 Promote and enhance areas of academic, scholarship, and research excellence.
2.8 Promote collaborative research approaches to address large scale problems of regional and national interest.
4.3 Produce scholars who will become academic and civic leaders in their disciplines.

Related Measures

M 2: Student Rate on GY523
Students are able to demonstrate competency in data presentation by conducting original quantitative research with a conference quality poster
Source of Evidence: Student course evaluations on learning gains made
Target:
No Target Established
Finding (2012-2013) - Target: Met
75 percent of students demonstrated satisfactory knowledge of scholarly research methods to carry out research project. 17 percent exhibited exemplary knowledge.

M 4: Performance on thesis project
Students have the option of writing a thesis (requiring a defense) or a non-thesis project. A rubric will be used to evaluate thesis on the basis of problem definition, hypothesis, research methods, data analysis, and presentation of findings.
Source of Evidence: Senior thesis or culminating major project
Target:
Out of a maximum of rubric score of 120, the student is expected to score 100.
Finding (2012-2013) - Target: Met
Six Master students defended and submitted their theses to the Graduate School.

M 5: Performance on non-thesis projects
For non-thesis projects a rubric will be used on the basis of the criteria stated in Measure 2.1 above.
Source of Evidence: Senior thesis or culminating major project
Target:
No Target Established
Finding (2012-2013) - Target: Met
Three non-thesis projects were submitted.

M 6: Student research proposal rate
Percent of students research proposal rated as satisfactory or exemplary on rubric in GY 500.
Source of Evidence: Student course evaluations on learning gains made
Target:
No Target Established
Finding (2012-2013) - Target: Not Reported This Cycle
Three out of 10 research proposals in GY 500 were rated on rubric as satisfactory or exemplary.

Other Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans

OthOtcm 3: Improve program quality
The program will improve and sustain a high level of recognized quality.

Relevant Associations:

Standard Associations
SACS 3.3.1
3.3.1.1 Educational programs, to include student learning outcomes

Strategic Plan Associations
University of Alabama
1.1 Promote and enhance areas of academic, scholarship, and research excellence.
1.2 Increase the recognition of the University's service priorities that enhance the quality of life for all Alabamians.
1.3 Improve communication and increase collaboration among academic and administrative units.
1.4 Align resources to most effectively support academic, scholarship, and research excellence priorities.
1.5 Effectively use course offerings and class size to support priorities.
1.6 Streamline administrative functions and improve their effectiveness.
1.7 Sharpen assessment activities of all campus functions and link those to an enhanced planning process.
1.8 Develop the research infrastructure and enhance the library resources necessary to be competitive for grants and contracts.
2.1 Provide competitive salaries and benefits for faculty and staff.
2.2 Ensure performance-based merit salary increases.
2.3 Create new types of faculty and staff positions that reflect the changing role of technical, research, creative, and clinical activities.
2.4 Increase the number of graduate research and teaching assistants and provide them with competitive salaries and benefits.
2.5 Improve communication among all constituent groups in campus decision-making processes.
2.8 Promote collaborative research approaches to address large scale problems of regional and national interest.
3.2 Expand the development of living/learning communities.
3.4 Increase involvement of undergraduate students in research and scholarly activities.
3.5 Continue progress in achieving diversity among faculty, staff, and students administration.
3.8 Equip classrooms, libraries, and laboratories for state-of-the-art learning.
3.10 Continue to modernize information technology resources.
3.11 Increase attention to, and rewards for, excellence in teaching.
3.12 Increase the level of academic scholarship support.
3.14 Provide career preparation and employment services that lead graduates to satisfying and productive careers and professions.
4.1 Provide leadership in addressing economic, social, and cultural issues in Alabama through research and outreach activities.
4.3 Produce scholars who will become academic and civic leaders in their disciplines.

**Related Measures**

**M 7: Review strengths**
8-year program review strengths
Source of Evidence: Academic indirect indicator of learning - other

**Target:**
No Target Established

**Finding (2012-2013) - Target: Not Reported This Cycle**
Department has ample office space, particularly for graduate students.
Farrah Hall has received significant improvements in instructional technology since the last program review. A cohort of junior faculty and the hiring of a senior faculty member should serve as the nucleus for future growth and demonstrates that the department has made good hiring decisions.
The Cartography Lab’s service effort is commendable, particularly the Alabama Maps online site.

**M 8: Review opportunities**
8-year program review opportunities for improvement
Source of Evidence: Academic indirect indicator of learning - other

**Target:**
No Target Established

**Finding (2012-2013) - Target: Not Reported This Cycle**
Opportunity to improve research productivity, proposal submissions, students conducting research, and laboratory space.

**M 9: List of changes since last review**
List of changes made as a result of the review (or since last year)
Source of Evidence: Academic indirect indicator of learning - other

**Target:**
No Target Required

**Finding (2012-2013) - Target: Met**
Changes made to the P&T guidelines to reflect the increased expectations for scholarship.
The department established a formal graduate committee charged with recruiting quality students, setting admission criteria, reviewing applications and making recommendations for admission.
Clarified the status of the non-thesis option.
Improved the graduate advising process.
Updated the graduate handbook.
Developed additional departmental collaborations with the Cartography Lab.

**OthOtm4: Optimal Program Enrollments and Degree Completion**
The program will build and sustain an optimal level of annual program enrollments and degree completion.

**Relevant Associations:**

**Standard Associations**

**SACS 3.3.1**

3.3.1.3 Educational support services

**Strategic Plan Associations**

University of Alabama
1.5 Effectively use course offerings and class size to support priorities.
3.2 Expand the development of living/learning communities.
3.5 Continue progress in achieving diversity among faculty, staff, students and administration.

**Related Measures**

**M 10: Number of Students in MS Program**
Number of students enrolled in the graduate program for the last three fall semesters

Source of Evidence: Academic indirect indicator of learning - other

**Target:**
The Department envisions a total of 40 Master’s students in Geography.

**Finding (2012-2013) - Target: Not Met**
The number of graduate students for: Fall 2010, 32; Fall 2011, 29; and Fall 2012, 27.
M 11: Number of graduate degrees awarded
Number of graduate degrees awarded for the last three years
Source of Evidence: Academic indirect indicator of learning - other
Target:
No Target Established
Finding (2012-2013) - Target: Not Reported This Cycle
Number of graduate degrees awarded: 6.

M 12: List of changes since last assessment
List of changes made as a result of the last assessment
Source of Evidence: Academic indirect indicator of learning - other
Target:
No Target Established
Finding (2012-2013) - Target: Met
Hiring of senior faculty member at the associate professor level.
Student credit hour production increased 11 percent.
Renovations of the departmental office.
New guidelines for Departmental Student Awards.
Revised Graduate Handbook and developed guidelines for the position of Clinical/Lecture Track Faculty.

OthOtm 5: Highly Valued by Program Graduates
The program will be highly valued by its program graduates and other key constituencies it serves.

Relevant Associations:
Standard Associations
SACS 3.3.1
3.3.1.1 Educational programs, to include student learning outcomes

Strategic Plan Associations
University of Alabama
3.9 Ensure user-friendly support services for students, faculty, and staff.
3.11 Increase attention to, and rewards for, excellence in teaching.
3.12 Increase the level of academic scholarship support.
3.13 Ensure the campus environment is safe for all members of the campus community.
3.14 Provide career preparation and employment services that lead graduates to satisfying and productive careers and professions.
4.1 Provide leadership in addressing economic, social, and cultural issues in Alabama through research and outreach activities.
4.2 Promote collaboration with business, non-profit, and governmental agencies to advance the economic, social, and cultural condition of Alabama.
4.3 Produce scholars who will become academic and civic leaders in their disciplines.
4.4 Produce graduates who will serve as effective leaders in Alabama's government, businesses, educational systems, health care, the arts, and other professions, and who will be leaders in their communities.
4.5 Develop and reward leadership skills among students, faculty, and staff.

Related Measures

M 12: List of changes since last assessment
List of changes made as a result of the last assessment
Source of Evidence: Academic indirect indicator of learning - other
Target:
- New Chair joins the Department.
- Graduate Committee and Curriculum Committee given greater responsibilities.
- Graduate program recruiting trips initiated.
- Search for new Physical Geographer completed.
- Space renovation projects initiated.
- Revised version of the Graduate Handbook.

M 13: Graduating Graduate students survey results
Results from University-wide Graduating Survey for graduate students
Source of Evidence: Student satisfaction survey at end of the program
Target:
No Target Established

M 14: Exit Survey Results
Results from exit survey for graduates
Source of Evidence: Student satisfaction survey at end of the program
Target:
No Target Established

OthOtm 6: Department Outcome: Understanding of the world's systems
The department seeks to teach students to understand the variety and complexity of the world's natural, cultural, economic, and environmental systems and their interactions.

Relevant Associations:
Standard Associations
3.3.1 Educational programs, to include student learning outcomes

**Strategic Plan Associations**

University of Alabama

1. Promote and enhance areas of academic, scholarship, and research excellence.
2.3 Create new types of faculty and staff positions that reflect the changing role of technical, research, creative, and clinical activities.
2.7 Expand the University's emphasis on global and cultural studies.
3.2 Expand the development of living/learning communities.
3.3 Encourage and reward creative strategies for engaging students in learning and life-long learning.
3.4 Increase involvement of undergraduate students in research and scholarly activities.
3.5 Continue progress in achieving diversity among faculty, staff, students and administration.
3.8 Equip classrooms, libraries, and laboratories for state-of-the-art learning.
3.10 Continue to modernize information technology resources.
3.11 Increase attention to, and rewards for, excellence in teaching.
3.12 Increase the level of academic scholarship support.

**Related Measures**

**M 15: Total credit hour production**
Total semester credit hour production for the last three fall semesters
Source of Evidence: Academic indirect indicator of learning - other

**Target:**
No Target Established

**Finding (2012-2013) - Target: Not Reported This Cycle**
Total graduate credit hours production for: Fall 2010, 281; Fall 2011, 314; Fall 2012, 243.

**M 16: Number of Courses and Sections**
Number of courses and sections offered for the last three fall semesters
Source of Evidence: Academic indirect indicator of learning - other

**Target:**
No Target Established

**Finding (2012-2013) - Target: Not Reported This Cycle**
During the Fall 2012 term the department offered eight courses that were "slashed" with a graduate and undergraduate student enrollment, and 3 that were graduate student only. During the Spring 2013 term there were 6 "slashed" courses and one that was graduate student only.

**M 17: Number of Degrees Awarded to ACHE**
Relation of number of degrees awarded to ACHE viability standards
Source of Evidence: Academic indirect indicator of learning - other

**Target:**
No Target Established

**Finding (2012-2013) - Target: Not Reported This Cycle**
The number of graduate degrees awarded, 8.

**OthOtmn 7: Department Outcome: Develop and disseminate geographic research**
Develop and disseminate geographic research pertaining to the physical and human environments, and the application of geographic information techniques by faculty.

**Relevant Associations:**

**Standard Associations**

**SACS 3.3.1**

3.3.1.4 Research within its educational mission
3.3.1.5 Community/public service within its educational mission

**Strategic Plan Associations**

University of Alabama

1.1 Promote and enhance areas of academic, scholarship, and research excellence.
1.4 Align resources to most effectively support academic, scholarship, and research excellence priorities.
1.8 Develop the research infrastructure and enhance the library resources necessary to be competitive for grants and contracts.
2.3 Create new types of faculty and staff positions that reflect the changing role of technical, research, creative, and clinical activities.
2.4 Increase the number of graduate research and teaching assistants and provide them with competitive salaries and benefits.
2.7 Expand the University's emphasis on global and cultural studies.
2.8 Promote collaborative research approaches to address large scale problems of regional and national interest.
3.4 Increase involvement of undergraduate students in research and scholarly activities.
3.10 Continue to modernize information technology resources.
4.1 Provide leadership in addressing economic, social, and cultural issues in Alabama through research and outreach activities.

**Related Measures**

**M 18: Number of scholarly publications**
At the end of the spring semester, the assessment coordinator will count the number of scholarly publications by faculty and students.

Source of Evidence: Academic indirect indicator of learning - other
Target:
The Department envisions 30 professional publications per year.

Finding (2012-2013) - Target: Not Reported This Cycle
The Geography faculty published 16 refereed journal articles and another 13 articles were accepted for publication in refereed journals. Nine book chapters or proceedings papers were published with another four forthcoming. Three edited volumes were published with another two edited volumes forthcoming.

M 19: Number of conference presentations
At end of spring semester, assessment coordinator will count total conference presentations by faculty and students.
Source of Evidence: Academic indirect indicator of learning - other
Target:
The Department envisions 50 professional presentations per year.

Finding (2012-2013) - Target: Not Reported This Cycle
A total of 36 papers/posters were presented at conferences.

M 20: Number of grant proposals and contracts
Number of grant proposals and contracts submitted, in force, and funded identified in Faculty Activity Reports.
Source of Evidence: Academic indirect indicator of learning - other
Target:
The Department envisions bringing in $600,000 in external funding per year.

Finding (2012-2013) - Target: Not Met
The Geography faculty reported 29 proposals (internal and external) during the year for a total reported funding of $194,735.

OthOtcm 8: Department Outcome: Provide services
Provide services to profession, community, and institution.

Relevant Associations:

Standard Associations
SACS 3.3.1
3.3.1.5 Community/public service within its educational mission

Strategic Plan Associations
University of Alabama
1.2 Increase the recognition of the University's service priorities that enhance the quality of life for all Alabamians.
4.1 Provide leadership in addressing economic, social, and cultural issues in Alabama through research and outreach activities.
4.2 Promote collaboration with business, non-profit, and governmental agencies to advance the economic, social, and cultural condition of Alabama.
4.4 Produce graduates who will serve as effective leaders in Alabama's government, businesses, educational systems, health care, the arts, and other professions, and who will be leaders in their communities.
4.6 Promote leadership development among Alabama's community leaders, businesses, educational systems, healthcare systems, government agencies, arts organizations, and other vital areas of the state.
4.7 Support our alumni in serving as leaders in their professions and communities.

Related Measures

M 21: Faculty's service
Faculty's service to profession, community, and college and university identified in Faculty Activity Reports.
Source of Evidence: Academic indirect indicator of learning - other
Target:
No Target Established

Finding (2012-2013) - Target: Met
The overall faculty service load is appropriate to a research department of our size. The focus, however, is on service external to the Department, College and University. Of the 12 faculty members, 8 served on external committees/boards.

M 22: Department's service
Department's service to community identified in Faculty Activity Reports.
Source of Evidence: Academic indirect indicator of learning - other
Target:
No Target Established

Finding (2012-2013) - Target: Not Reported This Cycle
The focus is on service external to the Department, College, and University.

Details of Action Plans for This Cycle (by Established cycle, then alpha)

Enrollment of Graduate Students
Grow enrollment of the graduate program through GRA funded positions.
Established in Cycle: 2012-2013
Implementation Status: Planned
Priority: High
Implementation Description: Not complete. The number of submitted research proposals has increased but without...
Proportional success.

**Responsible Person/Group:** Chair and Faculty  
**Additional Resources:** None

### Geographical Information System

Essential that the Department play a central role in the growth of Geographical Information Science across the UA campus.

**Established in Cycle:** 2012-2013  
**Implementation Status:** Planned  
**Priority:** High  
**Implementation Description:** Action in progress. Faculty expertise in Geographic Information Science was added in Fall 2012 to complement existing faculty expertise and support our ambition to be the leading department for the development of Geographical Information Science at the university.

**Responsible Person/Group:** Chair  
**Additional Resources:** None

### Graduate Advising

The department should improve the graduate advising process.

**Established in Cycle:** 2012-2013  
**Implementation Status:** Planned  
**Priority:** High  
**Implementation Description:** The department discontinued the present advising process and created a graduate studies advising committee responsible for over-all departmental advising policy.

**Responsible Person/Group:** Graduate committee  
**Additional Resources:** None

### Graduate Committee

Establishment of a formal graduate committee charged with recruiting quality students and updating the department’s web page for recruiting purposes.

**Established in Cycle:** 2012-2013  
**Implementation Status:** Planned  
**Priority:** High  
**Implementation Description:** A graduate studies recruitment and admissions committee was established and the department’s web page is updated regularly.

**Responsible Person/Group:** Chair  
**Additional Resources:** None

### Promotion and Tenure Guidelines

The department should change the Promotion and Tenure guidelines to reflect the increased expectations for scholarship.

**Established in Cycle:** 2012-2013  
**Implementation Status:** Finished  
**Priority:** High  
**Implementation Description:** Guidelines approved by faculty vote in December 2012 to be effective as of August 2013.

**Projected Completion Date:** 09/2013  
**Responsible Person/Group:** Chair  
**Additional Resources:** No additional resources

### Recruitment of Graduate Students

Increase recruitment of graduate students from outside Alabama.

**Established in Cycle:** 2012-2013  
**Implementation Status:** Planned  
**Priority:** High  
**Implementation Description:** In 2010/11 GTA stipends were increased 5 percent.

**Responsible Person/Group:** Chair and the Dean’s Office  
**Additional Resources:** Yes

### Research Grant Proposals

The department should strive for a greater number of research grant proposals, a larger proportion of faculty involved in funded research and greater collaboration with other academic units and other universities in proposal development.

**Established in Cycle:** 2012-2013  
**Implementation Status:** Finished  
**Priority:** High  
**Implementation Description:** This action is ongoing and has been successful to date. The department has made three faculty appointments and all three hires were made with the explicit expectation that they will actively pursue and secure external funding.

**Projected Completion Date:** 09/2014  
**Responsible Person/Group:** Chair  
**Additional Resources:** New Faculty to maximize opportunities for external research funding.

### Thesis/Non-Thesis Option

The department retains the non-thesis option, but stipulate in the graduate handbook and departmental website that the department strongly encourages students to select the thesis option.

**Established in Cycle:** 2012-2013  
**Implementation Status:** Planned  
**Priority:** High  
**Implementation Description:** Graduate handbook revised in Fall 2012 and clarified that the thesis option was the primary track.

**Responsible Person/Group:** Chair in consultation with faculty.  
**Additional Resources:** None
Mission / Purpose

As a unit of the College of Arts and Sciences, the Department of Geography is committed to fulfill the basic missions established for the college in terms of quality teaching, research and creative activities, and service to the state and country. The discipline of geography is concerned with the description, analysis and explanation of the variable character of the earth’s surface. Geography seeks to explain how the subsystems of the physical environment are organized, and how humans distribute themselves in relation to physical features and human activity. Thus, the science of geography is concerned with the development and testing of theories that explain and predict the location, distribution and interrelationships of the world’s human and environmental systems. As part of the College of Arts and Sciences, the Department of Geography makes an important contribution to the Liberal Arts Curriculum by providing students an understanding of the variety and complexity of the world’s cultural, economic, and environmental systems and their interactions. As part of the University and State of Alabama, the Department of Geography plays an important role in training professionals, conducting applied research, and pursuing scholarly endeavors pertinent to the specialties of the research faculty.

Goals

G 1: Demonstrate broad background
Students will demonstrate a broad background

Student Learning Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans

SLO 1: Demonstrate broad background
Students will demonstrate a broad background in the discipline of geography, as well as an in depth background in their area of concentration as developed in consultation with their advisor.

Connected Documents
Curriculum Map II-Geography M.S.
Curriculum Maps I-Geography M.S.

Relevant Associations:

Standard Associations
SACS 3.3.1
3.3.1.1 Educational programs, to include student learning outcomes
3.3.1.3 Educational support services

Strategic Plan Associations
University of Alabama
1.1 Promote and enhance areas of academic, scholarship, and research excellence.

Related Measures

M 1: Exam Performance
Each student's breadth and depth are tested in a qualifying exam in their third or fourth semester in residence. A rubric is used to assess understanding of topic, articulation of argument, presentation of evidence, implication of points argued and logical progression of ideas. Out of a maximum rubric score of 120, the student is expected to score 100.
Source of Evidence: Standardized test of subject matter knowledge

Target:
No Target Established

Finding (2011-2012) - Target: Not Reported This Cycle
For the qualifying examination, 50 percent of the students scored 100 or better out of 120 points on a rubric.

M 3: Performance on post-test in GY500
Percent of students who achieve 70% on a post-test in GY 500

Source of Evidence: Faculty pre-test / post-test of knowledge mastery

Target:
No Target Established

Finding (2011-2012) - Target: Not Reported This Cycle
From a list of options, students were asked to select the option that best described their background knowledge of 20 items pertaining to research traditions and methods in geography.

- In a pre-test, 70 percent of students had never heard of the item or did not know what it meant in half or more of the 20 items listed. Only 30 percent of students had a clear idea or some idea of what the item meant and could explain 50 percent or more of the 20 items listed.
- In the post-test administered at the end of the semester, there were no students who never heard of the concept or did not know what the concept meant for half or more of the 20 concept items listed. All students had a clear idea or some idea of what the concept meant and could explain 50 percent or more
SLO 2: Demonstrate ability to carry out research project
Students will demonstrate their ability to carry out an original research project.

Connected Documents
- Curriculum Map II-Geography M.S.
- Curriculum Maps I-Geography M.S.

Relevant Associations:
Standard Associations
- SACS 3.3.1
- 3.3.1.4 Research within its educational mission

Strategic Plan Associations
- University of Alabama
  - 1.1 Promote and enhance areas of academic, scholarship, and research excellence.
  - 2.8 Promote collaborative research approaches to address large scale problems of regional and national interest.
  - 4.3 Produce scholars who will become academic and civic leaders in their disciplines.

Related Measures
M 2: Student Rate on GY523
Students able to demonstrate competency in data presentation by conducting original quantitative research with a conference quality poster
Source of Evidence: Student course evaluations on learning gains made
Target:
- No Target Established

Finding (2011-2012) - Target: Not Reported This Cycle
  - At the end of the Fall 2011 Semester, 63 percent of the students had acquired exemplary knowledge; 18 percent was satisfactory; and 18 percent was developing knowledge in data presentation and ability to carry out research project.

M 4: Performance on thesis project
Students have the option of writing a thesis (requiring a defense) or a non-thesis project. A rubric will be used to evaluate thesis on the basis of problem definition, hypothesis, research methods, data analysis, and presentation of findings.
Source of Evidence: Senior thesis or culminating major project
Target:
- Out of a maximum of rubric score of 120, the student is expected to score 100.

Finding (2011-2012) - Target: Not Reported This Cycle
- Four Master students defended and submitted their theses to the Graduate School but did not meet the deadline for Spring 2012 graduation. These students will officially graduate summer 2012. No students graduated Fall 2011.

M 5: Performance on non-thesis projects
For non-thesis projects a rubric will be used on the basis of the criteria stated in Measure 2.1 above.
Source of Evidence: Senior thesis or culminating major project
Target:
- No Target Established

Finding (2011-2012) - Target: Not Reported This Cycle
- No non-thesis projects submitted.

M 6: Student research proposal rate
Percent of students research proposal rated as satisfactory or exemplary on rubric in GY 500.
Source of Evidence: Student course evaluations on learning gains made
Target:
- No Target Established

Finding (2011-2012) - Target: Not Reported This Cycle
- A rubric was used to evaluate research proposals on the basis of problem definition, literature review, analysis and mechanics in GY 500. Five out of 12 research proposals submitted were rated as satisfactory or exemplary on rubric.

Other Outcomes, with Any Associations and Related Measures, Targets, Findings, and Action Plans

OthOtm 3: Improve program quality
The program will improve and sustain a high level of recognized quality.

Relevant Associations:
Standard Associations
- SACS 3.3.1
- 3.3.1.1 Educational programs, to include student learning outcomes

Strategic Plan Associations
- University of Alabama
  - 1.1 Promote and enhance areas of academic, scholarship, and research excellence.
  - 1.2 Increase the recognition of the University’s service priorities that enhance the quality of life for all
1. Improve communication and increase collaboration among academic and administrative units.
2. Align resources to most effectively support academic, scholarship, and research excellence priorities.
3. Effectively use course offerings and class size to support priorities.
4. Streamline administrative functions and improve their effectiveness.
5. Sharpen assessment activities of all campus functions and link those to an enhanced planning process.
6. Develop the research infrastructure and enhance the library resources necessary to be competitive for grants and contracts.
7. Provide competitive salaries and benefits for faculty and staff.
8. Ensure performance-based merit salary increases.
9. Create new types of faculty and staff positions that reflect the changing role of technical, research, creative, and clinical activities.
10. Increase the number of graduate research and teaching assistants and provide them with competitive salaries and benefits.
11. Improve communication among all constituent groups in campus decision-making processes.
12. Promote collaborative research approaches to address large scale problems of regional and national interest.
14. Increase involvement of undergraduate students in research and scholarly activities.
15. Continue progress in achieving diversity among faculty, staff, students and administration.
17. Continue to modernize information technology resources.
18. Increase attention to, and rewards for, excellence in teaching.
19. Increase the level of academic scholarship support.
20. Provide career preparation and employment services that lead graduates to satisfying and productive careers and professions.
21. Provide leadership in addressing economic, social, and cultural issues in Alabama through research and outreach activities.
22. Produce scholars who will become academic and civic leaders in their disciplines.

Related Measures

M 7: Review strengths
8-year program review strengths

Source of Evidence: Academic indirect indicator of learning - other

Target:
No Target Established

Finding (2011-2012) - Target: Not Reported This Cycle
- Department considered a collegial group without significant overt internal rifts, which will help in the organization and implementation of a doctoral program.
- Department has ample office space, particularly for graduate students.
- Department received significant improvements in instructional technology since the last program review.
- Cartography Lab’s service effort is commendable, particularly the Alabama Maps online site.

M 8: Review opportunities
8-year program review opportunities for improvement

Source of Evidence: Academic indirect indicator of learning - other

Target:
No Target Established

Finding (2011-2012) - Target: Not Reported This Cycle
- Hire of new department chair.
- Addition of new faculty.
- Increase in research productivity and number of proposals submissions.
- Graduate students advising process.
- Limited number of graduate-only course offerings.
- Need for GIScience and remote sensing faculty.
- Future of the non-thesis option.
- Graduate recruitment and admission.
- Engagement with other departments.
- Seminar series involving graduate students.

M 9: List of changes since last review
List of changes made as a result of the review (or since last year)

Source of Evidence: Academic indirect indicator of learning - other

Target:
No Target Required

Finding (2011-2012) - Target: Not Reported This Cycle
- New Chair joins the Department
- New faculty position allotted.
- Strategic plan initiated.
- New Mission Statement developed and approved.
- Department Web Site updated.
- Graduate program recruiting trips initiated.
- Search for new Physical Geographer completed.
- Space renovation projects initiated.
Revised version of the Graduate Handbook

OthOtm 4: Optimal Program Enrollments and Degree Completion
The program will build and sustain an optimal level of annual program enrollments and degree completion.

Relevant Associations:

Standard Associations
SACS 3.3.1
3.3.1.3 Educational support services

Strategic Plan Associations
University of Alabama
1.5 Effectively use course offerings and class size to support priorities.
3.2 Expand the development of living/learning communities.
3.5 Continue progress in achieving diversity among faculty, staff, students and administration.

Related Measures

M 10: Number of Students in MS Program
Number of students enrolled in the graduate program for the last three fall semesters
Source of Evidence: Academic indirect indicator of learning - other

Target:
No Target Established

Finding (2011-2012) - Target: Not Reported This Cycle
Number of graduate students for:

- Fall 2009, 26
- Fall 2010, 32
- Fall 2011, 29

M 11: Number of graduate degrees awarded
Number of graduate degrees awarded for the last three years
Source of Evidence: Academic indirect indicator of learning - other

Target:
No Target Established

Finding (2011-2012) - Target: Not Reported This Cycle
Number of graduate degrees awarded for:

- 2008-2009, 10
- 2009-2010, 8
- 2010-2011, 7

M 12: List of changes since last assessment
List of changes made as a result of the last assessment
Source of Evidence: Academic indirect indicator of learning - other

Target:
No Target Established

OthOtm 5: Highly Valued by Program Graduates
The program will be highly valued by its program graduates and other key constituencies it serves.

Relevant Associations:

Standard Associations
SACS 3.3.1
3.3.1.1 Educational programs, to include student learning outcomes

Strategic Plan Associations
University of Alabama
3.9 Ensure user-friendly support services for students, faculty, and staff.
3.11 Increase attention to, and rewards for, excellence in teaching.
3.12 Increase the level of academic scholarship support.
3.13 Ensure the campus environment is safe for all members of the campus community.
3.14 Provide career preparation and employment services that lead graduates to satisfying and productive careers and professions.
4.1 Provide leadership in addressing economic, social, and cultural issues in Alabama through research and outreach activities.
4.2 Promote collaboration with business, non-profit, and governmental agencies to advance the economic, social, and cultural condition of Alabama.
4.3 Produce scholars who will become academic and civic leaders in their disciplines.
4.4 Produce graduates who will serve as effective leaders in Alabama's government, businesses, educational systems, health care, the arts, and other professions, and who will be leaders in their communities.
4.5 Develop and reward leadership skills among students, faculty, and staff.

Related Measures

M 12: List of changes since last assessment
List of changes made as a result of the last assessment
Source of Evidence: Academic indirect indicator of learning - other

Target:
• New Chair joins the Department.
• Graduate Committee and Curriculum Committee given greater responsibilities.
• Graduate program recruiting trips initiated.
• Search for new Physical Geographer completed.
• Space renovation projects initiated.
• Revised version of the Graduate Handbook.

M 13: Graduating Graduate students survey results
Results from University-wide Graduating Survey for graduate students
Source of Evidence: Student satisfaction survey at end of the program
Target:
No Target Established
Finding (2011-2012) - Target: Not Reported This Cycle
Survey results not available.

M 14: Exit Survey Results
Results from exit survey for graduates
Source of Evidence: Student satisfaction survey at end of the program
Target:
No Target Established
Finding (2011-2012) - Target: Not Reported This Cycle
Survey results not available.

OthOtcm 6: Department Outcome: Understanding of the world’s systems
The department seeks to teach students to understand the variety and complexity of the world’s natural, cultural, economic, and environmental systems and their interactions.

Relevant Associations:

Standard Associations
SACS 3.3.1
3.3.1.1 Educational programs, to include student learning outcomes

Strategic Plan Associations
University of Alabama
1.1 Promote and enhance areas of academic, scholarship, and research excellence.
2.3 Create new types of faculty and staff positions that reflect the changing role of technical, research, creative, and clinical activities.
2.7 Expand the University's emphasis on global and cultural studies.
3.2 Expand the development of living/learning communities.
3.3 Encourage and reward creative strategies for engaging students in learning and life-long learning.
3.4 Increase involvement of undergraduate students in research and scholarly activities.
3.5 Continue progress in achieving diversity among faculty, staff, students and administration.
3.8 Equip classrooms, libraries, and laboratories for state-of-the-art learning.
3.10 Continue to modernize information technology resources.
3.11 Increase attention to, and rewards for, excellence in teaching.
3.12 Increase the level of academic scholarship support.

Related Measures

M 15: Total credit hour production
Total semester credit hour production for the last three fall semesters
Source of Evidence: Academic indirect indicator of learning - other
Target:
No Target Established
Finding (2011-2012) - Target: Not Reported This Cycle
Total graduate credit hour production for:
• Fall 2009, 225
• Fall 2010, 281
• Fall 2011, 214

M 16: Number of Courses and Sections
Number of courses and sections offered for the last three fall semesters
Source of Evidence: Academic indirect indicator of learning - other
Target:
No Target Established
Finding (2011-2012) - Target: Not Reported This Cycle
Eleven graduate courses and sections were offered in Fall 2009, 2010 and 2011.

M 17: Number of Degrees Awarded to ACHE
Relation of number of degrees awarded to ACHE viability standards
Source of Evidence: Academic indirect indicator of learning - other
Target:
No Target Established
Finding (2011-2012) - Target: Not Reported This Cycle
The number of graduate degrees awarded for:
2009-2010, 8
2010-2011, 7
2011-2012, 4 (graduated summer 2012)

**OthOtcn 7: Department Outcome: Develop and disseminate geographic research**

Develop and disseminate geographic research pertaining to the physical and human environments, and the application of geographic information techniques by faculty.

**Relevant Associations:**

**Standard Associations**

*SACS 3.3.1*

3.3.1.4 Research within its educational mission
3.3.1.5 Community/public service within its educational mission

**Strategic Plan Associations**

University of Alabama

1.1 Promote and enhance areas of academic, scholarship, and research excellence.
1.4 Align resources to most effectively support academic, scholarship, and research excellence priorities.
1.8 Develop the research infrastructure and enhance the library resources necessary to be competitive for grants and contracts.
2.3 Create new types of faculty and staff positions that reflect the changing role of technical, research, creative, and clinical activities.
2.4 Increase the number of graduate research and teaching assistants and provide them with competitive salaries and benefits.
2.7 Expand the University's emphasis on global and cultural studies.
2.8 Promote collaborative research approaches to address large scale problems of regional and national interest.
3.4 Increase involvement of undergraduate students in research and scholarly activities.
3.10 Continue to modernize information technology resources.
4.1 Provide leadership in addressing economic, social, and cultural issues in Alabama through research and outreach activities.

**Related Measures**

**M 18: Number of scholarly publications**

At the end of the spring semester the assessment coordinator will count number of scholarly publications by faculty and students.

Source of Evidence: Academic indirect indicator of learning - other

**Target:**

No Target Established.

**Finding (2011-2012) - Target: Not Reported This Cycle**

Faculty published 17 refereed articles and 12 articles were accepted for publication. Three book chapters/proceedings papers/encyclopedia entries were published and 7 forthcoming.

**M 19: Number of conference presentations**

At end of spring semester assessment coordinator will count total conference presentations by faculty and students.

Source of Evidence: Academic indirect indicator of learning - other

**Target:**

No Target Established

**Finding (2011-2012) - Target: Not Reported This Cycle**

A total of 41 conference presentations.

**M 20: Number of grant proposals and contracts**

Number of grant proposals and contracts submitted, in force, and funded identified in Faculty Activity Reports

Source of Evidence: Academic indirect indicator of learning - other

**Target:**

No Target Established

**Finding (2011-2012) - Target: Not Reported This Cycle**

A total of 14 proposals (internal and external) were submitted during the academic year 2011-2012. Five faculty members were successful in winning external funding (either new or continuing).

**OthOtcn 8: Department Outcome: Provide services**

Provide services to profession, community, and institution.

**Relevant Associations:**

**Standard Associations**

*SACS 3.3.1*

3.3.1.5 Community/public service within its educational mission

**Strategic Plan Associations**

University of Alabama

1.2 Increase the recognition of the University's service priorities that enhance the quality of life for all Alabamians.
4.1 Provide leadership in addressing economic, social, and cultural issues in Alabama through research and outreach activities.
4.2 Promote collaboration with business, non-profit, and governmental agencies to advance the economic, social, and cultural condition of Alabama.
4.4 Produce graduates who will serve as effective leaders in Alabama's government, businesses, educational systems, health care, the arts, and other professions, and who will be leaders in their communities.
4.6 Promote leadership development among Alabama's community leaders, businesses, educational systems, healthcare systems, government agencies, arts organizations, and other vital areas of the state.
4.7 Support our alumni in serving as leaders in their professions and communities.

Related Measures

M 21: Faculty's service
Faculty's service to profession, community, and college and university identified in Faculty Activity Reports
Source of Evidence: Academic indirect indicator of learning - other

Target:
No Target Established

Finding (2011-2012) - Target: Not Reported This Cycle
Overall faculty service load is appropriate to a research department of this size.

M 22: Department's service
Department's service to community identified in Faculty Activity Reports
Source of Evidence: Academic indirect indicator of learning - other

Target:
No Target Established

Finding (2011-2012) - Target: Not Reported This Cycle
The focus is on services outside of the department, which is one measure of the Department's reputation.
Curriculum Maps #1 (In which courses or in what activities or assignments are Student Learning Outcomes Addressed)

Use “Introduce” when outcome is first address; “Reinforce” when outcome is reinforced; and “Master” when outcome is expected to be mastered. Note that you do not need to obtain a measure from every course in which an outcome is addressed (see Map #2)

<table>
<thead>
<tr>
<th>X=Covered in this class</th>
<th>A=Assessed in this class</th>
<th>Students will demonstrate a broad background in the discipline of Geography, as well as in depth background in their area of concentration as developed in consultation with their advisor</th>
<th>Students will demonstrate their ability to carry out an original research project</th>
</tr>
</thead>
<tbody>
<tr>
<td>GY 500</td>
<td>A</td>
<td></td>
<td>A</td>
</tr>
<tr>
<td>GY 523</td>
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<td>Qualifying Exam</td>
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<td>Thesis</td>
<td>A</td>
<td></td>
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</tr>
<tr>
<td>Non-thesis</td>
<td>A</td>
<td></td>
<td>A</td>
</tr>
</tbody>
</table>
Curriculum Map II  (What assessment measures will be employed in which courses/activities/assignments for each Student learning Outcome)

Indicate which measure is being obtained in which course by typing “Measure n.n” in the appropriate cell. If you’d rather use a description of the measure, that is fine. Also, indicate the year/semester in which the measure will be obtained (e.g., Fall 2011). Student learning outcomes must be assessed at least once within a 2 ½ year period. Note that a measure does not need to be obtained from every course in which an outcome is covered (see Map #1).

<table>
<thead>
<tr>
<th>Course/Outcome</th>
<th>Measure</th>
<th>Rubric</th>
</tr>
</thead>
<tbody>
<tr>
<td>GY 500</td>
<td>Pre and post test</td>
<td>Rubric</td>
</tr>
<tr>
<td>GY 523</td>
<td>Pre and post test</td>
<td>Rubric</td>
</tr>
<tr>
<td>Qualifying Exam</td>
<td>Rubric</td>
<td></td>
</tr>
<tr>
<td>Thesis</td>
<td>Rubric</td>
<td>Rubric</td>
</tr>
<tr>
<td>Non-thesis</td>
<td>Rubric</td>
<td>Rubric</td>
</tr>
</tbody>
</table>

Students will demonstrate a broad background in the discipline of Geography, as well as in depth background in their area of concentration as developed in consultation with their advisor.

Students will demonstrate their ability to carry out an original research project.