



2005 UPRM Comprehensive Self-Study Report

By
The UPRM-MSCHE
Steering Team
Task Forces 1-12
November 2004



Presentation Overview

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3. The Selected Model
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1. Purpose

- Assess the strengths & weaknesses of this institution
- Recommend the course of action for continuous improvement
- Prepare for the Joint MSCHE-PRCHE Accreditation visit from Mar 6-9, '05



2. The Overall Process

- Team reorganization (11 Task Forces)
- Development of a detailed schedule
- Up-to-date record-keeping/Web site
- Development of charge questions for 14 MSCHE Standards
- Development of the Institutional Assessment Plan
- Development of an Institutional Plan for Student Learning Outcomes



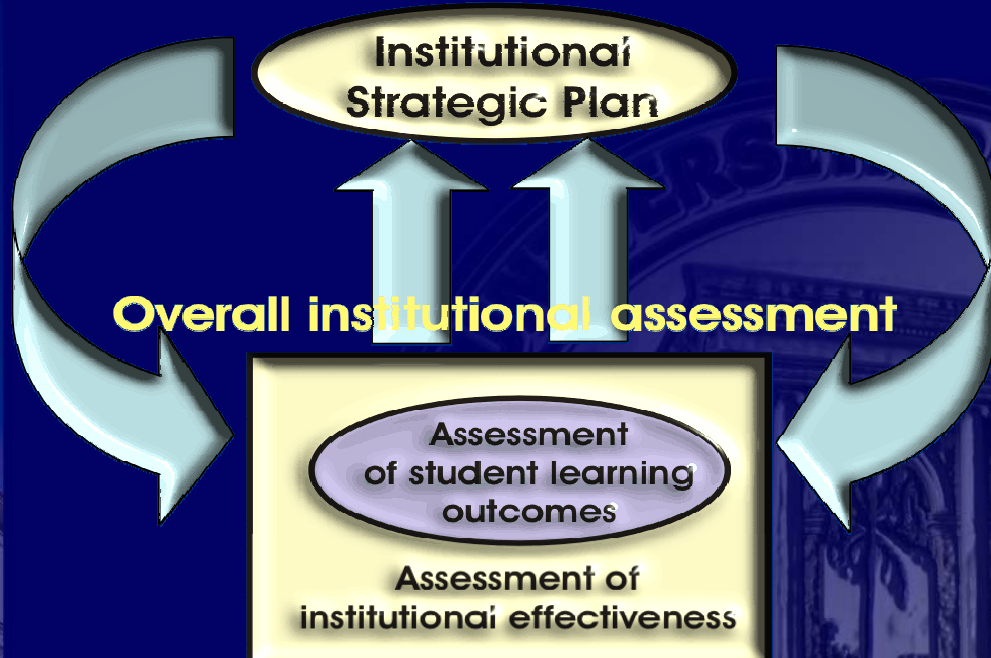
2. The Overall Process (cont)

- Multiple training workshops on the development of assessment plans
- Design of 33 customized questionnaires as assessment instruments
- Thirteen orientation sessions across campus on the joint accreditation visit
- Creation of a separate task force for attending to PRCHE issues
- Revision of Institutional Strategic Plan*



3. The Selected Model

Strategic planning and assessment at UPRM





4. Major Accomplishments

1. Institutional Strategic Plan revised and implemented.
2. Continuous Improvement Educational Initiative (CIEI) Office established.
3. The Overall Institutional Assessment Plan, including a Plan for Student Learning Outcomes – developed and implemented.



4. Major Accomplishments

4. Greater awareness of outcomes-based assessment across campus. Academic Departments develop and implement assessment plans (various stages).
5. Academic Senate passes a resolution requiring assessment plans for all newly proposed programs and for any curricular changes.
6. UPRM signs an agreement with the BEAMS Project - National Survey of Student Engagement (NSSE).



5. Major Findings

A. Institutional Strengths

1. UPRM has a Strategic Plan with clearly defined vision and mission statement.
2. All newly-proposed programs are carefully evaluated in terms of congruence with the UPRM's mission and strategic plans.
3. Periodic curricular revisions have included professors in formative assessment and feedback that have resulted in better curricula and course offerings.



5. Major Findings

A. Institutional Strengths

4. Student support services at UPRM are adequate and satisfy the needs of most students surveyed.
5. UPRM faculty continues to be highly competent. Eighty (80%) percent of the students surveyed agreed that their professors demonstrated excellence in their teaching.



5. Major Findings

A. Institutional Strengths

6. Each academic college has taken steps to institutionalize the assessment processes and to guide and support department/program assessment efforts.
7. Since the approval of the Institutional Plan for the Assessment of Student Learning, most of departments/programs have developed their assessment plans and are in the process of implementation.



5. Major Findings

A. Institutional Strengths

8. Eighty four (84%) percent of the recently-surveyed faculty and senators indicated that the information provided to accreditation agencies, funding agencies and the general public is accurate. From this it can be concluded that the institution is basically honest and truthful to its constituents and to the general public.
9. UPRM offers a number of Certificate Programs, and various departments have signed external MOUs.



5. Major Findings

B. Institutional Weaknesses & Recommendations

1. Very difficult to document the link between long-range strategic planning with everyday decision-making, and to the budgeting process. Current accounting system not adequate for resource allocation.

Structure and assess the institutionalization of the revised Strategic Plan across all colleges and administrative units by the Office of Institutional Research and Planning (OIIP) to assure accountability and continuity.



5. Major Findings

B. Institutional Weaknesses & Recommendations

2. During this past decade the UPR System fund increased 72.83% (52% increase for UPRM), but the UPRM's budget share decreased from 18% to 16%; consequently, the operating budget does not meet the needs of UPRM.

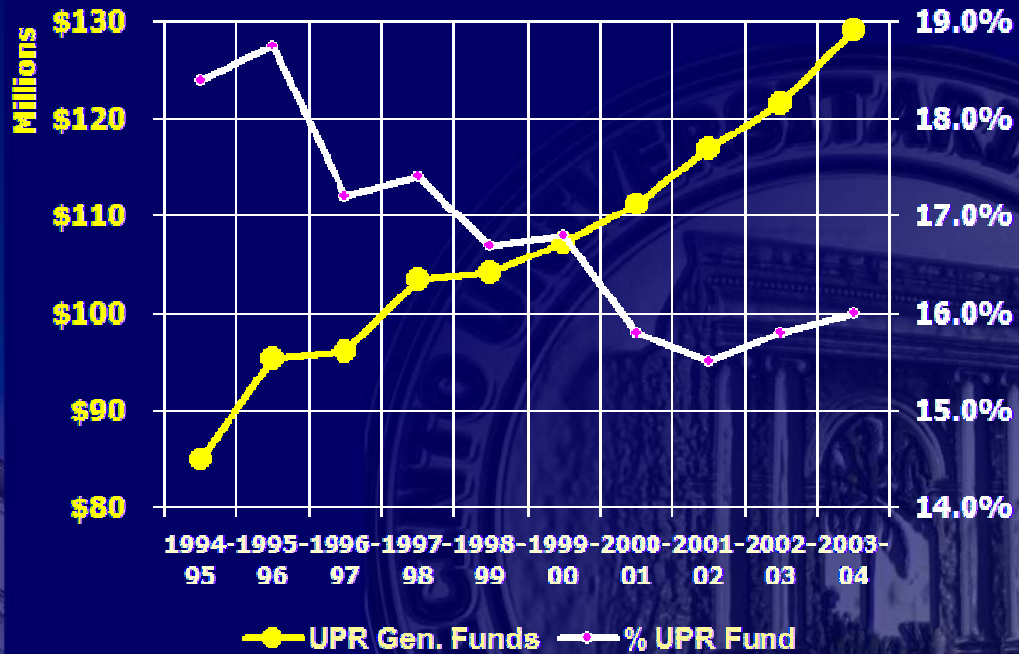
Increase the UPRM's operating budget by

- Increasing tuition to more realistic levels
- Increasing reliance on external funds
- Vigorous fund-raising campaign from alumni



UPRM Budgets:

In total \$\$ and as % of UPR funds



5. Major Findings

B. Institutional Weaknesses & Recommendations

- The UPR System consists of 11 units with equal representation on the University Board where the combined faculty representation from the 3 larger campuses (Mayagüez, Río Piedras and Medical Sciences) dropped from more than 50% to less than 20%.

The Academic Senate should reactivate the Autonomy Committee, which had been appointed 15 years ago to investigate the loss of decision-making and financial power.



5. Major Findings

B. Institutional Weaknesses & Recommendations

4. Forty-four (44%) percent of the administrative offices are unaware of how effective they are in providing services to the students.

Require formal adherence to outcomes-based assessment plans in all administrative units serving the UPRM community to assure continuous improvement.



5. Major Findings

B. Institutional Weaknesses & Recommendations

5. New academic programs take too long to be approved because they must be approved at various administrative levels, including the Board of Trustees.

Structure, formalize and shorten all procedures necessary to establish new degree programs and to implement curricular changes in order to achieve consistency and expediency. This is vital in order for this institution to continue as a leading institution and to remain competitive.



5. Major Findings

B. Institutional Weaknesses & Recommendations

6. General education learning outcomes do not exist within the institutional plan for assessing student learning. All evidence of assessment has not been systematically centralized and documented so that it can be made available to researchers.

Require formal adherence to outcomes based procedures for improving academic programs, although this may already be occurring in many departments. The responsibility for the assessment of student learning outcomes needs to be clearly delineated to guarantee its value and continuity.



5. Major Findings

B. Institutional Weaknesses & Recommendations

7. During the last 5 years there has been only a 15.4% increase in the number of instructional faculty with a greater dependence on adjunct and temporary faculty.

More faculty positions need to become available in all colleges in line with the institution's increasing emphasis towards research (granting release time away from teaching). Both teaching and research would need to be carefully balanced without sacrificing the quality of either.



5. Major Findings

B. Institutional Weaknesses & Recommendations

8. From 1994-2004 there have been six different chancellors, thus affecting stability, continuity, and long range planning.

Assess the process of administrative appointments so that it guarantees stability, continuity and effectiveness to all administrative procedures. Administrative turnovers cannot be totally avoided, but they can be minimized.



5. Major Findings

B. Institutional Weaknesses & Recommendations

9. Half of faculty and 57% of non-teaching staff opine that evaluation procedures are not fair. 52 % of faculty and 45% of non-teaching staff do not feel adequately informed about job expectations.

Revise existing criteria for personnel evaluations at all levels and implement a continuous objective performance appraisal system. Supervisors should inform personnel in a timely manner of expectations and requirements for tenure and promotion.



5. Major Findings

B. Institutional Weaknesses & Recommendations

10. Faculty administrators not fully aware of institutional and departmental policies, e.g.:

- Department directors:
 - 7% only somewhat aware of promotion procedures;
 - 11% only somewhat aware of the hiring process;
 - 35% not aware of policy on cheating and plagiarism;
- Deans:
 - only 20% aware of grievance procedures;
 - 40% not aware of policy on cheating and plagiarism;
 - 80% not aware of policies on intellectual honesty and research integrity.

Require of all administrative personnel orientation and training on institutional and departmental policies, procedures and regulations.



5. Major Findings

B. Institutional Weaknesses & Recommendations

11. Over the last 9 years, UPRM admitted 59.3% and 22.2 % students with deficiencies in Mathematics and English, respectively.

The admission process must be reviewed to decrease the high percentage of incoming students with deficiencies in Mathematics and English.

University of Puerto Rico
Mayagüez Campus
Accreditation



Thank You. Questions?

www.uprm.edu/msa