

**Narrative Assessment Summary / University Performance Plan**  
**LOCK HAVEN UNIVERSITY OF PENNSYLVANIA**  
**2008-09**

**1. STUDENT ACHIEVEMENT AND SUCCESS**

**A. Manage Growth to Ensure Access while Enhancing the Quality of State System Universities.**

***Goal 1. Manage Enrollment to Right-Size the University***

The university seeks to maintain its small, personal atmosphere, while attaining growth in targeted programs and maximizing use of available resources.

**Manage University Enrollment**

The university seeks to manage enrollment through effective planning and execution.

***Enrollment Growth***

The university continued its pattern of enrollment growth, with a record fall freshman class of 1,388, a record main campus undergraduate enrollment of 4,988, and the fourth consecutive graduating class over 900.

*NAS: Manage Growth/Quality – Enrollment Management*

*NAS: Manage Growth/Quality – Retention/Graduation*

***Enrollment Management Plan***

The university has continued to develop its Enrollment Management Plan, focusing particularly on anticipated demographic changes. The university conducted a media campaign in areas expected to see increasing numbers of high school graduates. The campaign directed prospective students to a special web site that received over 10,000 unique visitors.

*NAS: Manage Growth/Quality – Enrollment Management*

**B. Enhance the Quality of Instruction, Learning Resources, and Support Services**

***Goal 2. Assess, Insure, and Improve Student Learning***

The university monitors and improves its educational programs by gathering and using information about student learning.

**Use Assessment Information to Insure and Improve Learning**

The university uses assessment to insure and improve learning.

***Insuring Learning***

Students' scores on professional exams (e.g., NCLEX, Praxis, and NCCPA) demonstrate that Lock Haven students acquire the knowledge and skills necessary to enter and succeed in their chosen career fields.

*NAS: Quality Academic Programs – External recognition/measures of program quality*

***Improving Learning***

Faculty in Business designed a detailed outline for preparing case studies; with the new outline, students satisfactorily applying course concepts on the final project increased from 62% to 84%. To improve culture competence, the Social Work curriculum was revised to include a new course, SOCW115 Diverse Populations. English faculty have designed improvements in ENGL090 College Writing Skills intended to improve subsequent success in ENGL100 Composition.

*NAS: Quality Academic Programs – Curriculum*

*NAS: Quality Instructional Resources and Support – Teaching Quality*

**Goal 3. Pursue Accreditation and External Recognition**

The university welcomes and benefits from peer evaluation and recognition of its academic programs.

**Maintain Institutional Accreditation**

The university values and maintains its institutional accreditations.

***Middle States Commission on Higher Education***

The university's Middle States accreditation was last reaffirmed in November 2005 and the university has been preparing for a February 2010 comprehensive evaluation. During 2008-09, the university completed the initial phase of its institutional self-study. The first complete draft of the report will be released to the campus in September for review and revision.

*NAS: Quality Academic Programs – Accreditation*

***National Council for the Accreditation of Teacher Education (NCATE)***

Following an April 2009 site visit, an NCATE Board of Examiners found that the university's Teacher Education Program met all standards. The university awaits official confirmation in October from the NCATE Unit Accrediting Board that its accreditation will be renewed through 2016. In addition, the following programs within teacher education have been nationally recognized by the appropriate Specialty Professional Associations (SPAs): Early Childhood Education, Elementary Education, English, Health & Physical Education, Mathematics, Science (programs in Biology, Chemistry, Earth Science, General Science, and Physics), Social Studies, and Special Education.

*NAS: Quality Academic Programs – Accreditation*

*NAS: Quality Academic Programs – Teacher Preparation Programs*

**Maintain Existing Program Accreditation**

The university actively maintains existing program accreditations and recognitions.

***Reaffirmation of Accreditation***

During 2008-09, the university received reaffirmation of accreditation for its programs in Social Work (Council on Social Work Education) and Teacher Education (National Council on Accreditation of Teacher Education).

*NAS: Quality Academic Programs – Accreditation*

*NAS: Quality Academic Programs – Teacher Preparation Programs*

***Continuing Accreditation***

The following university programs have received and maintain the appropriate professional accreditation: Athletic Training Education (Commission on Accreditation of Athletic Training Education), Community Health (SOPHE/AAHE Baccalaureate Program Approval Committee), Computer Information Science (ABET, Inc.), Nursing (National League of Nursing Accreditation Commission), Physician Assistant (Accreditation Review Commission of Education for the Physician Assistant), Recreation Management (NRPA/AAPAR Council on Accreditation), and Sport Administration (North American Society for Sport Management).

*NAS: Quality Academic Programs – Accreditation*

***Recognition***

The university's Master of Liberal Arts program is recognized by the Association of Graduate Liberal Arts Programs.

*NAS: Academic Quality – External Recognition / Program Quality*

**Acquire Initial Accreditation**

The university continues to pursue accreditation and other professional recognition of its academic and other programs.

**Recognition**

During 2008-09, the university's undergraduate program in Chemistry was approved by the Committee on Professional Training of the American Chemical Society.

*NAS: Academic Quality – External Recognition / Program Quality*

**Goal 4. Enhance Teaching and Learning with Technology**

The university actively promotes the use of technology to enhance pedagogy and student learning.

**Student Technology Enhancement Program (STEP)**

The university's laptop initiative was fully and successfully implemented in the fall of 2007, as all entering students (freshmen and transfer) were expected to bring laptop computers. The initiative seeks to enhance learning and provide students with critical workforce skills.

**Participation**

The university estimates that 96% of entering students brought laptops to campus.

*NAS: Quality Instructional Resources and Support -- Instructional Technology*

**Usage**

There is substantial anecdotal evidence of increasing use of laptops for learning activities in the classroom. Students also use laptops for individual study and group projects outside the classroom.

*NAS: Quality Instructional Resources and Support -- Instructional Technology*

**Support**

In support of the laptop initiative, the university hired a technician devoted to supporting student laptops, increased wireless coverage in educational buildings, developed and offered ongoing professional development opportunities for faculty, and begun reviewing suitability of classroom furnishings for laptop use.

*NAS: Quality Instructional Resources and Support -- Instructional Technology*

**Improve Instructional Technology**

The university seeks to strengthen the technological infrastructure for enhancing teaching and learning.

**MediaSite**

The MediaSite extends traditional on-campus classes and other events to students off campus, who may access either live or archived presentations. During 2008-09, the site hosted over 1,817 presentations (academic, campus, athletic, and community events, as well as other instructional materials) that were viewed by over 31,509 viewers.

*NAS: Quality Instructional Resources and Support -- Instructional Technology*

**SMART Classrooms**

The university has now equipped three-quarters of classrooms with SMART technology and follows an upgrade schedule to insure all classrooms have access to current technology.

*NAS: Quality Instructional Resources and Support -- Instructional Technology*

**Increase Educational Opportunities**

The university seeks to expand access through distance-learning technologies.

**Online Courses**

The university increased online course enrollments nearly 40%, from 2,436 to 3,400.

*NAS: Quality Instructional Resources and Support -- Instructional Technology*

**Online Instructional Support**

The university continued to provide online instructional support (eCompanion), serving 658 course sections and 16,299 enrollments.

*NAS: Quality Instructional Resources and Support -- Instructional Technology*

**Goal 5. Enhance the Living and Learning Environment**

The campus environment plays a large role in facilitating student development. The university seeks ways to enhance student academic and support services as well as physical facilities.

**Upgrade or Create Facilities to Meet Student Needs**

The Facilities Department evaluates, maintains, and renovates existing buildings, as well as manages construction of new facilities, to improve the living and learning environment.

***Clearfield Campus Expansion***

A new 33,000 square foot building has been completed at the university's Clearfield campus, providing additional faculty offices, classrooms, laboratories, and a large meeting space.

*NAS: Quality Instructional Resources and Support -- Learning Environment*

***Athletic Fields***

The university installed new artificial turf on two athletic fields, serving varsity and intramural athletics as well as academic classes in physical education.

*NAS: Quality Instructional Resources and Support -- Learning Environment*

**Improve Academic Support Services**

The university seeks to improve academic support services to address the changing needs of students.

***Counseling Services***

During 2008-09, 91.7% of students seeking counseling were able to continue their enrollment in the university the next semester.

*NAS: Quality Instructional Resources and Support -- Other*

***Disability Services***

The Office of Disability Services reported over 400 students registered. Over 80% of students surveyed report that accommodations made a positive difference in their grades.

*NAS: Quality Instructional Resources and Support -- Other*

***Tutorial Services***

University Tutorial Services (main campus) served approximately 500 students seeking assistance in 100- and 200-level courses; 87% reported that they were able to use effectively the skills learned. The Clearfield campus continued to provide tutorial services through its two-year-old Student Learning Resource Center.

*NAS: Quality Instructional Resources and Support -- Other*

**Continue Support Programs for Special Populations**

The university develops programming to address the needs of special populations.

***Funded Programs***

The university supports the EOP/Act 101 program for students whose educational and economic backgrounds may inhibit their ability to pursue higher education successfully. Of the students in the program in 2008-09, 75% had a GPA of 2.0 or higher and 55% were members of underrepresented ethnic minorities (Black or Hispanic). The university also supports the SSS/TRIO program, increasing enrollment to 223 participating students in 2008-09, with 37 graduates and a second-semester retention rate of 89%.

*NAS: Diversity – Initiatives for Students of Color*

*NAS: Diversity – Initiatives for Students from Low Socio-economic Backgrounds*

*NAS: Manage Growth/Quality – Retention/Graduation*

*Include in Diversity*

***Haven Achievers Program***

The university began the Haven Achievers Program in the fall of 2007 to provide academic and other support for selected at-risk students. The program saw 89.3% of its fall 2008 students return in spring 2009. At the end of the spring 2009 term, 63% were in good academic standing.

NAS: Manage Growth/Quality – Retention/Graduation

NAS: Quality Instructional Resources and Support – Academic Advising

### ***Programs for Undeclared Students***

Approximately 98% of exploratory studies students expressed satisfaction with their academic advisors. Participants reported that the fall Academic Majors Fair assisted in help them learn more about available majors (85%) and made their choice of major clearer (60%).

NAS: Quality Instructional Resources and Support – Academic Advising

### **Provide Student Services and Activities**

Student services and activities improve the living and learning environment and involve students in the campus community.

#### ***Quality of Life Survey***

The university administers a Quality of Life survey each fall to students living on campus. Responses indicate that students overwhelmingly find residence halls provide a safe environment that adds to the educational experience, provide positive relationships and a sense of community, and offer engaging and relevant activities.

NAS: Quality Instructional Resources and Support -- Learning Environment

#### ***Campus Programs***

Student Affairs administered over 500 student activities/programs within the residence halls and several dozen campus-wide events.

NAS: Quality Instructional Resources and Support -- Learning Environment

#### ***Student Organizations***

During 2008-09, 140 clubs and organizations engaged students in the campus community, sending representatives to 70 conferences and sponsoring 775 events. The Student Cooperative Council sponsored 45 campus-wide events with an average attendance of nearly 425.

NAS: Quality Instructional Resources and Support – Learning Environment

### **Goal 6. Enhance the Quality of the Honors Program**

The Director of the Honors Program continuously seeks ways to attract and retain academically-gifted students and enrich their academic experiences.

#### **Increase Enrollment**

The university employs a variety of means to attract and retain students in the university's Honors Program.

##### ***Applications***

The program received 160 applications for 90 positions, 150% more applications than in 2005-06.

NAS: Manage Growth/Quality – Enrollment Management

NAS: Quality Instructional Resources and Support -- Other

##### ***Enrollment***

The program enrolled 220 students, consistent with recent years and an increase of 18% over five years ago.

NAS: Manage Growth/Quality – Enrollment Management

NAS: Quality Instructional Resources and Support -- Other

#### **Student Presentations**

The university encourages Honors Program students to present at academic and professional meetings.

##### ***National Conferences***

Four students presented research at the National Collegiate Honors Council Annual Conference in San Antonio, Texas in October, 2008.

NAS: Leadership and Life-Long Learning – Student Publications/Presentations

**Regional Conferences**

Nine students and one graduate student (Honors Program graduate assistant) presented research at the Northeast Regional Honors Council Annual Conference in Annapolis, Maryland in March, 2009.

*NAS: Leadership and Life-Long Learning – Student Publications/Presentations*

**Encourage Honors Student Applications for Competitive Awards**

The Honors Program facilitates student applications for competitive awards.

**Internships**

Four students were accepted for internships at the Washington Center.

*NAS: Leadership and Life-Long Learning – Student Recognition*

**Goal 7. Recruit and Retain a Highly Qualified Faculty**

The university is committed maintaining a highly qualified faculty.

**Encourage Faculty Scholarship**

The university encourages and supports appropriate faculty scholarship as a means to contribute to the development of disciplinary knowledge and the application of that knowledge in the Commonwealth.

**Celebration of Scholarship**

Twenty-six faculty presented research or other scholarly work at the university's third annual Celebration of Scholarship in April.

*NAS: Quality Instructional Resources and Support – Faculty Quality*

**Faculty Publications and Presentations**

Faculty reported over 70 publications and 290 presentations in professional, campus, and community settings.

*NAS: Quality Instructional Resources and Support – Faculty Quality*

**Sabbaticals and Leave**

During 2008-09, the university granted seven semesters of sabbatical or alternative workload leave.

*NAS: Quality Instructional Resources and Support – Faculty Quality*

*NAS: Continuous Improvement – Development of Faculty*

**Increase the Number of Faculty with Terminal Degrees**

The university seeks to insure that an increasing percentage of faculty hold appropriate terminal degrees.

**Policy and Procedures**

The university hires only faculty who hold appropriate terminal degrees for tenure-track positions. The university conducts an annual workshop for department and search committee chairs on conducting effective faculty searches, including criteria for qualified candidates.

*NAS: Quality Instructional Resources and Support – Faculty Quality*

**Results**

The university has made substantial strides in the percentage of faculty with appropriate terminal degrees, increasing in the fall of 2008 to 79.8% (from 61.1% in the fall of 1998).

*NAS: Quality Instructional Resources and Support – Faculty Quality*

**Promote Retention of New Faculty**

The university seeks to support new faculty in their transition to their new home and responsibilities.

**Welcoming**

The university begins the fall semester with a series of open houses, receptions, and socials to welcome new faculty.

*NAS: Quality Instructional Resources and Support – Faculty Quality*

NAS: Continuous Improvement – Development of Faculty

### **Orientation**

The university conducts a two-day orientation program for new faculty, including expectations, policies, learning technologies, and an introduction to the community.

NAS: Quality Instructional Resources and Support – Faculty Quality

NAS: Continuous Improvement – Development of Faculty

### **Mentoring**

The university continues its well-regarded mentoring program to assist new faculty members with their orientation to campus and professional development in such aspects as advising and pedagogical strategies. Since it began in 2004, the program has assisted 118 new faculty. During 2008-09, the program served 17 new faculty. Mentees continue to indicate the program has been very helpful.

NAS: Quality Instructional Resources and Support – Faculty Quality

NAS: Continuous Improvement – Development of Faculty

## **Goal 8. Develop Electronic Information Resources**

The university seeks to expand access to information by increasing the number and availability of electronic information resources.

### **Facilitate Information Literacy**

The university seeks to develop students' information literacy.

#### **Information Literacy Workshops**

During 2008-09, Library staff taught 231 in-course classes on information literacy, serving 5,549 students (duplicated head count), increases of 17% and 16% respectively.

NAS: Quality Instructional Resources and Support – Teaching Quality

#### **Information Literacy Overlays**

All students complete courses as part of the general education curriculum that require development and use of information literacy skills. Led by Library staff, the university has developed and is using a rubric to assess student learning in the information literacy.

NAS: Quality Instructional Resources and Support – Curriculum

### **Expand Electronic Resources**

The Lock Haven University Libraries continue to expand electronic resources.

#### **Journals**

During 2008-09, the university libraries provided electronic access to over 29,904 electronic journals, magazines, and newspapers.

NAS: Quality Instructional Resources and Support – Library

#### **Books**

During 2008-09, the university libraries provided electronic access to approximately 13,640 books from NetLibrary.

NAS: Quality Instructional Resources and Support – Library

#### **Databases**

Stevenson Library continues to provide access to 120 electronic databases.

NAS: Quality Instructional Resources and Support – Library

### **Continue Strengthening Media Services**

Stevenson Library continues to strengthen support for students' multimedia skills.

#### **Circulating Equipment**

The Stevenson Library continues to circulate approximately 30 laptops for in-library use and an additional 25 laptops for overnight use. It also circulates approximately 40 digital cameras, 30 camcorders, and 15 LCD projectors.

NAS: Quality Instructional Resources and Support -- Instructional Technology

**Software Training**

Library staff offered 18 workshops that provided training in a variety of software products.

*NAS: Quality Instructional Resources and Support -- Instructional Technology*

**C. Provide All Students with Opportunities Leading to Active Citizenship, Social Responsibility, and Life-Long Learning.****Goal 9. Increase Opportunities for Experiential Learning**

The university requires learning in real-world situations that help students gain practical experience, develop transferable skills, and learn first-hand about chosen occupations.

**Enhance Community Service**

Through its MountainServe Community Service program, the university seeks to deepen community service in order to develop real-world skills and character in service learning.

**Recognition**

MountainServe was nationally recognized on the 2007-08 President's Higher Education Community Service Honor Roll.

*NAS: Leadership and Life-long Learning – Student Service*

**Service**

During 2008-09, 3,445 students were engaged in 56,653 hours of community service and service-learning. The value of that civic engagement to the residents of Clinton County and the Commonwealth of Pennsylvania, as quantified by the Independent Sector, is estimated at over \$1.1 million.

*NAS: Leadership and Life-long Learning – Student Service*

**Academic Service Learning**

The MountainServe Center, in partnership with the university's Teaching and Learning Center Service-Learning Taskforce, conducted the first on-line survey of academic service-learning: 44 faculty members reported service-learning activities in 34 courses and 50 External Experiences with 1,776 students completing 22,135 hours of service-learning.

*NAS: Leadership and Life-long Learning – Student Service*

*NAS: Quality Academic Programs – Curriculum*

**Organize and Encourage Alternative Break Trips**

The university deepens student service through alternative break trips.

**Domestic Service**

MountainServe again sponsored alternative spring break service trips to Camp Coast Care in Long Beach, Mississippi (providing Hurricane Katrina redevelopment efforts) and the David School in David, Kentucky (an alternative school for at-risk youth in the mountains of eastern Kentucky).

*NAS: Leadership and Life-long Learning – Student Service*

**International Service**

MountainServe sponsored two international spring break service trips to Ait Lekkak, Morocco (the clinical health outreach and youth mentoring and development) and Zacatecas, Mexico (clinical health outreach).

*NAS: Leadership and Life-long Learning – Student Service*

**Organize and Encourage Internships**

The university encourages and facilitates student internships.

**Enrollment**

During the year, there were 211 enrollments (1,465 credit hours) in internships and 385 (2,344 credit hours) in student teaching. Additional students completed internships without registering for academic credit. The Internship Initiative reported 155 internships 2008-09, an

increase of 11%. (These figures do not include field experience requirements in Social Work, Recreation Management, Sport Administration, or Health Science.)

*NAS: Leadership and Life-long Learning – Student Service*

### ***Internship Sites***

The Internship Initiative currently has 495 postings in 29 different fields.

*NAS: Leadership and Life-long Learning – Student Service*

### **Goal 10. Increase Curricular and Co-curricular Activities**

The university encourages students to participate in co-curricular activities that will promote professional growth and develop skills necessary for student success. Additional related activities appear under other goals.

### **Provide On-Campus Opportunities for Scholarly Activity**

The university has a growing commitment to engaging students in disciplinary research.

#### ***Celebration of Scholarship***

Over 730 students (unduplicated) presented their work (presentations, poster sessions, and performances) at the university's Celebration of Scholarship in April.

*NAS: Leadership and Life-Long Learning – Student Publications/Presentations*

*NAS: Leadership and Life-Long Learning – Student Research*

#### ***Independent Study***

During 2008-09, 131 students completed 424 credit hours of independent study during the academic year, an increase of 24% in credit hours.

*NAS: Leadership and Life-Long Learning – Student Research*

#### ***Student Performances***

Lock Haven students participated in twenty-five performances of six different theatre productions, four recitals, and over a dozen choral and instrumental concerts.

*NAS: Leadership and Life-Long Learning – Student Publications/Presentations*

### **Continue Career Services Initiatives**

The university, through the Career Services Office, seeks to help students explore, select and pursue meaningful careers consistent with their interests, values, and skills.

#### ***Career Services Programs***

The Career Services Office provided individual assistance to over 900 students and offered/co-sponsored 106 programs (in-class presentations, employer panels, job fairs, and workshops) involving 2,923 students, an increase of 35% over last year's participation.

*NAS: Quality Instructional Resources and Support – Other*

#### ***Placement Results***

The annual Career Services report indicated that 95% of 2007-08 graduates were either employed, continuing their education, or serving in the military. Of those employed, 86% were working in their chosen field and 76% were employed in Pennsylvania.

*NAS: Quality Instructional Resources and Support – Other*

## **2. UNIVERSITY AND SYSTEM EXCELLENCE**

### **A. Focus the Efforts of System Universities on High Quality Academic Programs that Meet the Needs of Pennsylvania and its Students.**

#### **Goal 11. Strengthen Curricular Offerings**

The university strives to provide high-quality programs that increase students' skills and knowledge and prepare them for successful careers.

### **Strengthen Programs in High-Need Areas**

The university attends particularly to programs in areas identified in the System's Strategic Plan as high needs in the Commonwealth.

#### ***Enrollment***

Over two-thirds of majors and graduates are enrolled in the high-demand areas of healthcare, biological sciences, travel and leisure, education, and security. Building on the university's historic strength in training teachers, these are our largest and fastest-growing majors.

*NAS: Commonwealth High Need Academic Programs – Healthcare-related programs*

*NAS: Commonwealth High Need Academic Programs – Other*

#### ***Professional Exams***

Graduates from the university's programs continue to excel on professional examinations in their fields this year: 89% of physician assistant students passed the NCCPA exam on their first attempt; 82% of nursing students passed the NCLEX exam on their first attempt.

*NAS: High-need Academic Programs – Healthcare-related programs*

#### ***Praxis***

Aggregate 2007-08 Praxis pass rates continued strong: basic skills (98%), academic content areas (97%), other content areas (98%), and teaching special populations (100%).

*NAS: Commonwealth High Need Academic Programs – Other*

*NAS: Quality Academic Programs – Teacher certification tests (Praxis)*

*NAS: Quality Academic Programs – Teacher preparation programs*

### **Modify Programs to Meet Changing Needs**

The university monitors, revises, and eliminates programs in accordance with best practices, accreditation requirements, and other expectations.

#### ***New Programs***

The university received all necessary approvals for a B.S.N. program for R.N.s. The UCC also approved four new tracks and concentrations and received initial notification of intent to develop one new minor.

*NAS: Quality Instructional Resources and Support – Curriculum*

*NAS: High-need Academic Programs – Healthcare-related programs*

#### ***Revised Programs***

The University Curriculum Committee approved revisions to 25 programs (five related to 49-2), one minor and two tracks.

*NAS: Quality Instructional Resources and Support – Curriculum*

#### ***Eliminated Programs***

Three programs and one concentration were discontinued or placed in moratorium.

*NAS: Quality Instructional Resources and Support – Curriculum*

*NAS: Effective Use of Resources – Reducing Costs*

### **Modify Courses to Meet Needs**

The university monitors, revises, and eliminates courses in accordance with best practices, accreditation requirements, and other expectations.

#### ***Course Offerings***

The University Curriculum Committee approved 35 new courses and revisions to 70 more, many of the latter in light of changing accreditation and/or PDE requirements; 21 courses were discontinued or placed in moratorium and two were reactivated.

*NAS: Quality Instructional Resources and Support – Curriculum*

#### ***General Education Overlays***

The university continued to strengthen general education requirements by approving overlay requirements for an additional three courses.

*NAS: Quality Instructional Resources and Support – Curriculum*

## **B. Establish Diversity as a Cornerstone of Excellence and Leadership Throughout the System.**

### **Goal 12. Foster a More Diverse Campus Community**

The university values the influence on students from diverse people and perspectives. Additional related activities appear under other goals.

#### **Enhance Efforts to Recruit a Diverse Faculty**

The university seeks to diversify its faculty to enhance student learning.

##### ***Contacts***

Four faculty members and administrators attended the Southern Regional Educational Board (SREB) Conference and made contact with more than 100 prospective job candidates who have completed, or are near completion of, their doctoral work. As a direct result, an ABD Frederick Douglass Institute Summer Scholar in psychology taught at the university in both summer sessions in 2009.

*NAS: Quality Instructional Resources and Support – Faculty Quality*

*NAS: Diversity – Faculty, administrators, and staff initiatives*

*Include in Diversity*

##### ***Processes***

All faculty position advertisements state the university's preference for candidates who successfully integrate diversity issues and an international perspective into their teaching. The Offices of Social Equity and Human Resources conduct an annual workshop for department and search committee chairs on conducting effective faculty searches, including an emphasis on the university's commitment to diversity and discussion of successful recruiting practices.

*NAS: Quality Instructional Resources and Support – Faculty Quality*

*NAS: Diversity – Faculty, administrators, and staff initiatives*

*Include in Diversity*

##### ***Results***

In the fall of 2008, the university had 27 ethnic minority faculty members (11.4% ).

*NAS: Quality Instructional Resources and Support – Faculty Quality*

*NAS: Diversity – Faculty, administrators, and staff initiatives*

*Include in Diversity*

#### **Recruit a More Diverse Student Body**

The Admissions Office follows a comprehensive minority recruitment plan to attract prospective students from underrepresented groups.

##### ***Enrollment***

The university's fall 2008 head count included 477 ethnic minority students (Black and Hispanic) for a record 9.2% (up from 135 students and 3.6% in the fall of 1998). Other ethnic minorities comprised an additional 1% and international students another 2.2%.

*NAS: Diversity – Initiatives for students of color*

*Include in Diversity*

##### ***Recruitment***

The university aggressively recruits ethnic minority students, enrolling a record 148 new minority (Black and Hispanic) students in the fall of 2008 (9.5% of all first-time students).

*NAS: Diversity – Initiatives for students of color*

*Include in Diversity*

#### **Provide Special Programs that Foster Diversity**

University offices collaborate on special academic, social, and cultural programs and events that highlight members from underrepresented groups.

##### ***University-Wide Programs***

The university celebrated Martin Luther King Jr. Day, Black History, and a Celebration of Diversity with special events that focused on the accomplishments of individuals who played

an important role in black history. An Upright Speaking series, funded by a Social Equity grant, supported cultural diversity on campus.

*NAS: Diversity – Initiatives for students of color*

*NAS: Quality Instructional Resources and Support -- Learning Environment*

*Include in Diversity*

### ***Leadership Development***

The University sponsored or collaborated on events geared toward leadership development of students of color, including the Robert D. Lynch Student Leadership Development Institute (SLDI) (fifteen students), Harambee Summit, Pennsylvania Black Conference on Higher Education, and Sankofa Conference. The Director of Social Equity serves as the Central Region Director of the Pennsylvania Black Conference on Higher Education, in addition to being the director (appointed) to the SLDI.

*NAS: Diversity – Initiatives for students of color*

*NAS: Quality Instructional Resources and Support -- Learning Environment*

*Include in Diversity*

### **Participate in System-Wide Diversity Initiatives**

The university supports system-wide initiatives related to diversity.

#### ***System Partnership Program***

Lock Haven continued as the central campus visitation location for PASSHE Benjamin Wiley Partnership Program. Over 300 Phase 2 students visited the University in June 2009, which provided small group presentations and campus tours to the program participants. Lock Haven will continue in this capacity in the 09/10 academic year along with becoming a partner school with Millersville University.

*NAS: Diversity – Initiatives for students of color*

*Include in Diversity*

#### ***PASSHE Diversity Summit***

The university's Director of Social Equity served as a member of the planning team for the PASSHE Diversity Summit, attended by four LHU representatives.

*NAS: Diversity – Initiatives for students of color*

*NAS: Diversity – Faculty, administrators, and staff initiatives*

*Include in Diversity*

#### ***Western Pennsylvania Diversity Consortium***

The university sent ten students to the October leadership workshop sponsored by the Western Pennsylvania Diversity Consortium.

*NAS: Diversity – Initiatives for students of color*

*UPP: University and System Excellence – Diversity and Excellence*

### **Goal 13. Increase International Exchanges**

International exchange deepens and spreads internationalization across the university and exposes faculty, staff, and students to the world in which they live and work.

#### **Increase Study Abroad**

The university encourages student participation in study abroad programs which prepare students more broadly for their future work environment.

#### ***Participation***

A total of 189 students participated in an international experience in 2008-09: 46 studied abroad for a semester, 93 participated in a short-term faculty led experience, 18 completed a portion of their student teaching in another country, and 32 participated in international service learning.

*NAS: Quality Instructional Resources and Support -- Learning Environment*

*NAS: Diversity – Other*

*Include in Diversity*

**Recruitment**

Office staff made classroom presentations to first year seminars in several majors and elementary and secondary education courses and conducted two study abroad informational sessions for almost 200 students.

*NAS: Quality Instructional Resources and Support -- Learning Environment  
Include in Diversity*

**Increase International Students at the University**

The university seeks to increase the number of international students because they expose students and faculty to an array of cultures and perspectives.

**Enrollment**

The university enrolled 152 international students during 2008-09, 81 international exchange students and 71 matriculated international students.

*NAS: Quality Instructional Resources and Support -- Learning Environment  
NAS: Diversity – Other  
Include in Diversity*

**Activities**

The university's International Studies Institute co-sponsored with MountainServe Center for Global Citizenship two internationally focused conferences: Active Global Citizenship and a history conference on Northern Ireland. The Office sponsored cultural events throughout the year for the LHU campus community, a celebration of Ramadan, Chinese New Year, Japanese spring festival, Brazilian carnival, and events to mark St Patrick's Day and Orthodox Easter. International students participated in new student orientation, welcome picnic, graduation dinner, the international ball, and trips to Washington, D.C, and New York.

*NAS: Quality Instructional Resources and Support -- Learning Environment  
NAS: Diversity – Other  
Include in Diversity*

**Host International Visitors**

The university seeks to host international visitors to increase perspectives on campus.

**Visiting International Lecturers and Faculty**

The University hosted eight international faculty from England, Ireland, Morocco, Tunisia, Jordan, and Italy.

*NAS: Quality Instructional Resources and Support -- Learning Environment  
NAS: Quality Instructional Resources and Support – Faculty Quality  
Include in Diversity*

**International Visitors**

The University hosted nine scholars and educators from Australia, China, Mexico, Finland, and Korea.

*NAS: Quality Instructional Resources and Support -- Learning Environment  
Include in Diversity*

**Facilitate Faculty and Staff Travel Abroad**

The university seeks to assist faculty gaining a global perspective from travel abroad.

**University Faculty Abroad**

During the year, two faculty members received travel grants from the university's International Studies Institute to present papers at a conference in the Czech Republic. Three other faculty participated in research activities in Russia, Poland, and Japan.

*NAS: Quality Instructional Resources and Support – Faculty Quality  
NAS: Continuous Improvement – Development of Faculty  
Include in Diversity*

### **C. Provide All Faculty, Administrators and Staff with Professional and Leadership Development to Enhance Performance.**

#### ***Goal 14. Increase Professional Development***

The university seeks to increase opportunities and participation in professional development.

#### **Enhance the Work of the Teaching and Learning Center**

The Teaching and Learning Center (TLC) evolved from faculty interest in faculty development and improving teaching and learning. The TLC sponsors workshops and guest speakers, as well as provides a variety of resources to enhance teaching and learning.

##### ***Workshops***

The TLC sponsored a total of 39 workshops for faculty during the pre-semester University Days faculty/staff development conferences each semester, including sessions on instructional use of technology, teaching skills and strategies, and managing student behavior in the classroom. The TLC also sponsored one summer and seven academic year workshops and brownbags that drew 69 faculty.

*NAS: Quality Instructional Resources and Support – Teaching Quality*

*NAS: Continuous Improvement – Development of Faculty*

##### ***Programs***

Teams working under the auspices of the TLC have recognized excellence through Peers' Choice Awards for teaching and advising, developed programs for peer coaching, awarded travel grants to faculty attending conferences related to improving teaching and learning, and developed a newsletter to encourage good teaching.

*NAS: Quality Instructional Resources and Support – Teaching Quality*

*NAS: Continuous Improvement – Development of Faculty*

#### **Provide Training Opportunities for Faculty and Staff**

The Human Resources Office sponsors training opportunities to inform supervisors, managers, and non-supervisory staff about performance expectations, policies and procedures, programs, and emerging issues.

##### ***University Days***

During University Days, immediately prior to the beginning of the fall and spring semesters, 41 workshops provided professional development for 338 faculty and staff (duplicated count) in the areas of learning and distance technology, office skills and technology, and teaching and learning.

*NAS: Continuous Improvement – Development of Faculty*

*NAS: Continuous Improvement – Administrator and staff development/training*

##### ***Supervisory Training for AFSCME First-Level Supervisors***

A fourth cohort of employees began Supervisory Training for AFSCME First-Level Supervisors on a variety of topics.

*NAS: Continuous Improvement – Administrator and staff development/training*

##### ***Supervisor/Management Professional Development***

The Human Resources Office conducted university professional development on various topics, including presenters from PASSHE on sexual harassment, conducting internal investigations, LGBT sensitivity, ADA, and right-to-know/open records. In addition, the office conducted five new-employee orientations.

*NAS: Continuous Improvement – Administrator and staff development/training*

#### **Provide Financial Support**

The university demonstrated its commitment to professional development by providing funding for these activities.

***Support for External Professional Development Opportunities***

The university provides financial support for faculty and staff professional development through local faculty professional development funds, presidential initiative grants, and funding for attendance at conferences and other training events.

*NAS: Continuous Improvement – Administrator and staff development/training*

*NAS: Continuous Improvement – Development of Faculty*

**D. Support an Environment of Continuous Improvement to Ensure Efficiency, Enhance Effectiveness, and Pursue Excellence in System Programs, Services, and Activities.*****Goal 15. Engage in Continuous Improvement***

The university consistently pursues improvements in resource utilization. Additional outcomes appear under other goals.

**Improve Energy Efficiency**

The university seeks to reduce energy consumption and find alternative cost savings measures in this area.

***Efficiency Ranking***

The university continued to rank third among PASSHE universities on energy efficiency (based on a report produced by Penn State's engineering group).

*NAS: Effective Use of Resources – Reducing Costs*

***Guaranteed Energy Savings Act Project***

The university completed the first of two major initiatives identified by an energy audit, installing energy efficient lighting in about half of campus buildings. The second major initiative, replacement of boilers with more energy efficient units will be completed in 2009-10. Additional smaller improvements are also being implemented.

*NAS: Effective Use of Resources – Reducing Costs*

**Improve Efficiency of Administrative Processes**

The university seeks ways to make administrative processes more efficient to reduce costs and improve service.

***Purchasing***

The university began automation of its APR process during 2008-09 (to be completed in 2009-10).

*NAS: Effective Use of Resources –Increasing Productivity*

***Electronic Payments***

The university realized savings by increasing use of electronic payments to vendors.

*NAS: Effective Use of Resources –Increasing Productivity*

***Budget Information***

The university improved budget reporting by utilizing Business Intelligence to provide departments with actionable information in a more timely and efficient manner.

*NAS: Effective Use of Resources –Increasing Productivity*

**Examine Contracted Services and Vendor Agreements for Cost Savings**

A constant review of contracted services and vendor agreements enables the university to identify ways to reduce or eliminate costs.

***System and State Contracts***

The university reduced costs by utilizing the system contract for copiers and by utilizing state and system contracts for other purchasing requirements.

*NAS: Effective Use of Resources – Reducing Costs*

*NAS: Effective Use of Resources – System Partnerships*

***Other Cooperative Agreements***

The university reduced energy costs by purchasing natural gas through a consortium.

*NAS: Effective Use of Resources – Reducing Costs*

**Goal 16. Improve Planning and Assessment**

The university seeks to improve educational and institutional effectiveness through information-based assessment and planning.

**Strengthen the Planning Process**

The university seeks to strengthen its planning process.

***Strategic Planning***

The university has been preparing for a review of its mission and for development of a new strategic plan during 2008-09. During 2008-09, the university prepared the first draft of its self-study for a spring 2010 Middle States review, participated in the Foundations of Excellence in the First College Year, revised its facilities master plan, conducted a marketing survey of 800 alumni, faculty, and staff, and surveyed over 450 donors. These analyses will serve as essential resources for the development of the university's new mission and plan.

*NAS: Continuous Improvement – Strengthening Management Practices*

***Annual Reports***

For a fourth year, the Provost requested annual reports from all academic programs and departments. The reports use the PASSHE Program Review form and include quantitative and qualitative evidence of student learning and program quality. By making the reports an annual requirement, the university is developing a track record of planning and assessment that will make accreditation and five-year program reviews much easier. Making the reports the basis for annual budget planning helps link assessment and planning.

*NAS: Continuous Improvement – Strengthening Management Practices*

*NAS: Quality Academic Programs – Curriculum*

**Strengthen Assessment of Learning**

The university supports assessment of student learning.

***Assessment and Planning***

Annual reports from academic programs continue to require documentation of student learning.

*NAS: Continuous Improvement – Strengthening Management Practices*

*NAS: Quality Academic Programs – Curriculum*

***General Education Assessment***

The University Curriculum Committee approved a plan for assessing general education that was developed by the General Education Subcommittee and Outcomes Assessment Committee. The university is in the process of implementing the plan. Several academic departments have begun reporting assessment data for general education as well as for learning in the major.

*NAS: Continuous Improvement – Strengthening Management Practices*

*NAS: Academic Quality – Curriculum*

*NAS: Continuous Improvement – Strengthening Management Practices*

**Increase Accessibility of Institutional Data for Assessment and Planning**

The Office of Institutional Research provides access to data for program review and accreditation reports.

***Program Data***

The Office of Institutional Research each spring compiles data for academic program review and planning for department chairs, deans and the provost.

*NAS: Continuous Improvement – Strengthening Management Practices*

### 3. COMMONWEALTH SERVICE

#### A. Develop an Array of Programs Designed to Meet Best the Higher Education Needs of the Commonwealth.

##### **Goal 17. Position the University as a Leader in Nanoscience**

The university is seeking to develop a leadership role in creating and updating a workforce in Pennsylvania trained in the field of nanotechnology.

##### **Pursue Grant Funding for Nanotechnology Initiatives**

University faculty members pursue grant funding for their research and program.

##### **Grant Applications**

Nanotechnology faculty submitted a successful application for a \$90,000 grant from the National Science Foundation for analytical microprobe facilities for an existing scanning electron microscope (grant to be awarded in 2009-10).

*NAS: Commonwealth High Need Academic Programs – Science and technology programs*

*NAS: Alternative Funding – New or expanded revenue sources*

##### **Grants Received**

The university's Nanotechnology program received the first installment of five-year, \$600,000 grant from the National Science Foundation STEM program to create a Nanoscience Scholars Program supporting undergraduate scholarships.

*NAS: Commonwealth High Need Academic Programs – Science and technology programs*

*NAS: Alternative Funding – New or expanded revenue sources*

##### **Publish Research Findings**

The university encourages faculty and students to publish research findings in this important emerging field.

##### **Publications**

The program produced two articles in professional journals, one of which included students among the authors.

*NAS: Commonwealth High Need Academic Programs – Science and technology programs*

*NAS: Leadership and Life-Long Learning – Student Publications/Presentations*

*NAS: Quality Instructional Resources and Support – Faculty Quality*

##### **Involve Students in Research**

The university seeks to engage students in nanotechnology research.

##### **Presentations**

Six students made a total of ten presentations at professional meetings. Nineteen students presented research at the university's Celebration of Scholarship in April.

*NAS: Commonwealth High Need Academic Programs – Science and technology programs*

*NAS: Leadership and Life-Long Learning – Student Publications/Presentations*

*NAS: Leadership and Life-Long Learning – Student research*

##### **Collaborate with Other Educational Institutions**

The university collaborates with other educational institutions to provide access to additional resources and facilities that enhance the program and increase opportunities for students and graduates.

##### **Penn State**

The university continues its Memorandum of Understanding with Penn State for a 4+2 program that enables graduates (who meet academic criteria) to enroll in Penn State's master's in engineering science, as well as giving them favorable consideration in seeking assistantships and research opportunities. Faculty and students also gain access to such resources as instrumentation.

*NAS: Commonwealth High Need Academic Programs – Science and technology programs*

*NAS: Effective Use of Resources – Other*

***Collaboration with PASSHE Universities***

The university continues to serve as a lead institution for the Pennsylvania Collaborative for Applied Nanotechnology (PA-CAN), a workforce development initiative for nanotechnology education in the State System universities.

*NAS: Commonwealth High Need Academic Programs – Science and technology programs*

*NAS: Effective Use of Resources – System partnerships*

**B. Enhance the Capacity of the System to Serve Regional Economic and Community Development Needs.**

***Goal 18. Enhance Relationships with Local Community***

The university supports several programs and collaborative efforts that involve faculty and staff in community activities.

**Collaborate with Local Businesses**

The university collaborates with local businesses.

***Student Events***

The university again partnered with area restaurants and hosted the annual Taste of Lock Haven event, which both introduced students, faculty and staff to local restaurants and garnered support for university athletic programs. The university contracted to provide discounted housing for summer stock staff from Millbrook Theatre, a community-based, live theatre group, which then provided \$1,000 worth of tickets for university students. The Student Cooperative Council partnered with the Roxy Theatre to offer discounted movie tickets to students.

*NAS: Regional Economic Development – Collaboration with Business and Industry*

***Business Expo***

The university partners with the Lock Haven Economic Development Partnership and hosts an annual Expo that again drew approximately 80 area businesses and 4,000 visitors.

*NAS: Regional Economic Development – Collaboration with Business and Industry*

**Collaborate with Local Government**

The university collaborates with local political officials and governmental agencies.

***City-Campus Cooperation***

The university has continued to work with city officials to reduce or eliminate traffic on Railroad Street, which serves as a primary pedestrian corridor between the main campus and the Health Sciences and East Campus facilities. Traffic is now limited to only one direction.

*NAS: Regional Economic Development – Collaboration with Government*

**Participate in Community Development**

The university participates in programs and projects that enrich the local community.

***Leadership Clinton County***

The LHU Foundation continues as a sponsor of Leadership Clinton County, a program developing leadership of local professionals. A number of university employees have benefited from participation in this program.

*NAS: Regional Economic Development – Other*

***Clinton County Children's Festival***

The university coordinates this program, now in its 27th year. Thirty-five organizations (including twenty student organizations and classes) provided educational and recreational activities for over 400 children at this half-day festival.

*NAS: Leadership and Life-long Learning – Student Service*

*NAS: Regional Economic Development – Other*

***Clearfield Campus Children's Events***

The Clearfield Campus's student organization sponsored an Easter Egg Hunt (drawing 200 students), answered 100 letters to Santa for the Shaw Library, and handed out 225 presents at the Annual Christmas parade.

*NAS: Leadership and Life-long Learning – Student Service*

*NAS: Regional Economic Development – Other*

**Support for Non-Profit Service Organizations**

The university and its representatives support community development through local non-profit, service organizations.

***Volunteer Service***

The university's representatives serve many community and regional organizations including the Workforce Development Board, Clinton County Community Foundation, Clinton County Economic Partnership, Forum for Pennsylvania's Heartland, Lock Haven YMCA, Rotary Club, and Kiwanis Club.

*NAS: Regional Economic Development – Other*

*UPP: Commonwealth Service – Regional Economic Development*

**Goal 19. Promote and Expand Economic Development**

The university actively participates in the development and expansion of new and existing businesses and supports local and regional economic activity and growth.

**Provide Financial and Technical Assistance**

The university assists local businesses with financial and technical issues involved in establishing and operating a small business.

***Small Business Consulting***

The Small Business Development Center (SBDC) logged 2,480 consulting hours with 189 clients and created or retained 21 jobs.

*NAS: Regional Economic Development – Business Accelerators*

***Assistance with Funding***

The SBDC assisted clients in securing nearly \$6.56 million in funding.

*NAS: Regional Economic Development – Business Accelerators*

**Build Regional Partnerships**

The university supports collaborative projects within the region that provide forums for new businesses and emerging business leaders to develop.

***Banker's Roundtable***

The SBDC hosted an Entrepreneurship Forum/Banker's Roundtable that included the Clinton County Economic Partnership, Williamsport/Lycoming Chamber of Commerce, Seda-COG, the City of Lock Haven, the Small Business Administration and various local lending institutions. Participants discussed small business initiatives and the impact of the economic downturn on Clinton and Lycoming Counties.

*NAS: Regional Economic Development – Collaboration with Business and Industry*

*NAS: Regional Economic Development – Collaboration with Government*

***Workshop on State Contracting***

The Lock Haven University SBDC partnered with Seda-COG and the PA Department of General Services, Bureau of Minority and Women Business Opportunities to offer a free workshop for small businesses interested in state contracting and doing business with the Commonwealth. There were 25 attendees, five of whom represented existing businesses.

*NAS: Regional Economic Development – Collaboration with Government*

*NAS: Regional Economic Development – Workforce Development*

### **Participate in Workforce Development**

The university seeks to address workforce development needs to promote a more capable workforce within Pennsylvania. Additional outcomes appear under other goals.

#### ***WednetPA Grants***

The University is administering \$405,873 in WednetPA Guaranteed Free Training (GFT) Grants, allocated between two GFT programs, Basic Skills and Information Technology. The allotment has been awarded to businesses throughout the central region and the University currently holds 54 contracts.

*NAS: Regional Economic Development – Collaboration with Government*

*NAS: Regional Economic Development – Workforce Development*

#### ***Small Business Training Workshops***

The SBDC conducted 39 small business training workshops for 511 attendees in such areas as business management and operations, finance, human resources, marketing and sales, record keeping, accounting and taxes, and legal issues.

*NAS: Regional Economic Development – Collaboration with Business and Industry*

*NAS: Regional Economic Development – Workforce Development*

#### ***University/Business Infrastructure***

Lock Haven and Mansfield Universities in January 2008 began a grant-funded collaborative project under the title of the Transportation & Logistics Institute. A preliminary feasibility analysis has been conducted and conversations are ongoing to identify resources necessary to move the project beyond the planning and feasibility phase.

*NAS: Regional Economic Development – Workforce Development*

*NAS: Effective Use of Resources – System Partnerships*

### **Engage in Local Partnerships**

The university partners with local organizations to engage in community and economic development initiatives that serve internal and external stakeholders.

#### ***City Revitalization***

A university representative serves on the boards of Downtown Lock Haven and the Elm Street Revitalization Project. The university is working with city officials in seeking DECD funds for revitalization.

*NAS: Regional Economic Development – Collaboration with Government*

#### ***NxLevel Course***

The SBDC partnered with the Penn State Cooperative Extension to offer the NxLevel for Youth Entrepreneurs course at the Central Mountain High School in Clinton County. Ten participants attended the twelve week course and were trained by certified instructors from the SBDC and Cooperative Extension and guest speakers from the local professional community.

*NAS: Regional Economic Development – Collaboration with Business and Industry*

*NAS: Regional Economic Development – Regional Economic Development*

## **C. Retain the System's Status as the Premier Provider of Teachers to the Commonwealth.**

### ***Goal 20. Improve the Quality of Teacher Education***

The teacher education unit will improve the quality of the certification programs by addressing NCATE and PDE accreditation standards and guidelines.

#### **Use Assessment Data to Strengthen the Curriculum**

Programs responded to unit and program assessment data to strengthen curriculum.

***NCATE and SPA Review***

Each of the reviews by the Specialty Professional Associations (SPAs) noted that the programs had used assessment data to improve programs.

*NAS: Quality Academic Programs – Teacher Preparation Programs*

***Social Studies***

Based on a review of student grades in Economics 101, the program worked with economics faculty to institute a prerequisite for the course. Subsequent evaluation showed improved grades in the course and on the economics section of the Praxis II exam.

*NAS: Quality Academic Programs – Teacher Preparation Programs*

*NAS: Quality Academic Programs – Teacher certification tests (Praxis)*

**Increase Diversity in Teacher Education**

The teacher education unit developed initiatives to address the NCATE Standard IV: Diversity.

***International Student Teaching***

The Teacher Education Program recruited twelve candidates who completed international student teaching assignments.

*NAS: Quality Academic Programs – Teacher Preparation Programs*

*NAS: Diversity – Other*

*Include in Diversity*

***Urban Education***

The university provided 60 education majors with an experience in urban education through visits to schools in Harrisburg. Through its partnership with the Philadelphia public schools, the university provided 26 student teaching placements in this urban environment.

*NAS: Quality Academic Programs – Teacher Preparation Programs*

*NAS: Diversity – Other*

*Include in Diversity*

***Faculty Development***

The Teacher Education Unit is seeking to develop a partnership with an historically Black university to strengthen professional development opportunities for faculty in the area of diversity and all students opportunities for dialogue and sharing.

*NAS: Quality Academic Programs – Teacher Preparation Programs*

*NAS: Diversity – Other*

*NAS: Continuous Improvement – Development of faculty*

*Include in Diversity*

**Use Assessment Data to Strengthen Unit Operations**

In response to concerns issued by NCATE, the teacher education unit developed a more formal process for collecting and analyzing data to assess unit operations.

***Teacher Education Assessment Committee (TEAC)***

The Teacher Education Assessment Committee, composed of faculty, student teaching supervisors, and principals, assists the unit in assessing the quality of the program. Based on evaluation from TEAC, the program has achieved increased student enrollment in courses in special education and assistive technology.

*NAS: Quality Academic Programs – Teacher Preparation Programs*

**Collaborate with Educational Institutions**

The teacher education unit worked to create and strengthen partnerships with other educational institutions.

***Roosevelt Middle School***

The Secondary Education Program Coordinators partnered with Roosevelt Middle School on an after-school tutoring program in Williamsport. This project enabled 10 teacher candidates to assist these middle school students and faculty and gain valuable insights related to teaching and school operations prior to student teaching experiences.

*NAS: Quality Academic Programs – Teacher Preparation Programs*

NAS: Regional Economic Development – Collaboration with Government

***Inclusion Partnership***

Through this grant-funded partnership, the university's Special Education program continued its second year of partnering with Intermediate Units 9, 10, and 17 to development videostreaming materials on best practices in inclusion.

NAS: Quality Academic Programs – Teacher Preparation Programs

NAS: Regional Economic Development – Collaboration with Government

***Professional Development***

The Elementary Education program has worked with area elementary teachers to strengthen instruction in math and science.

NAS: Quality Academic Programs – Teacher Preparation Programs

NAS: Regional Economic Development – Collaboration with government

**D. Support Graduate Programs Designed to Meet The Needs of the Commonwealth.**

***Goal 21. Develop and Support Needed Graduate Programs***

The university develops, supports, and seeks to grow graduate programs in areas that serve the Commonwealth.

***Initiate and Maintain Graduate Programs***

The university seeks to initiate and maintain graduate programs.

***Physician Assistant***

The two-year Master of Health Science program graduated 37 physician assistants. The program serves the Commonwealth's need for healthcare workers, especially in less populated areas.

NAS: Quality Academic Programs – Graduate programs

NAS: Commonwealth High Need Academic Programs – Healthcare-related Programs

***Master of Education***

The university's two M.Ed. programs enrolled 140 and graduated 34, building on the university's heritage and supporting the Commonwealth's need for increasingly skilled teachers. A new program in Educational Leadership has been approved by PASSHE.

NAS: Quality Academic Programs – Graduate programs

***Master of Liberal Arts***

The Master of Liberal Arts is a flexible, interdisciplinary graduate program for intellectually curious adults, offering both face-to-face and online courses and increasing the intellectual wealth of the Commonwealth. This program enrolled 32 students and graduated 8.

NAS: Quality Academic Programs – Graduate programs

**RESOURCE DEVELOPMENT AND STEWARDSHIP**

**A. Ensure That All System Resources Are Used Effectively and Efficiently.**

***Goal 22. Create Partnerships to Enhance Resource Sharing***

The university partners with educational institutions, non-profit organizations, business and industry, and governmental agencies to expand offerings and share resources. Additional outcomes appear under other goals.

***Partnerships with K-12***

The university and its faculty collaborate with school districts to enhance educational opportunities for all participants.

***Area Schools***

The university provides facilities to Keystone Central School District without charge (except for incidental expenses) for a variety of athletic and special events.

*NAS: Regional Economic Development – Collaboration with government*

***Dual Enrollment***

The university maintained its support of dual enrollment programs, continuing memorandums of understanding with 11 districts.

*NAS: Regional Economic Development – Collaboration with government*

***Students***

The Health and Physical Education program hosts elementary students one day each semester in order that the teacher education students have an opportunity to teach skills in dance, fundamental movements and health-related game activities to elementary students.

*NAS: Regional Economic Development – Collaboration with government*

**Partnerships with PASSHE Universities**

The university collaborates with PASSHE universities. Other partnerships are noted under other goals.

***Wallops Island***

The university partners with other PASSHE institutions in support of the Wallops Island Marine Science Consortium.

*NAS: Effective Use of Resources – System Partnerships*

***Nanotechnology***

The university partners with other PASSHE institutions in administration of a grant-funded program in nanotechnology.

*NAS: Effective Use of Resources – System Partnerships*

***Athletic Training***

The university has an agreement with California University of Pennsylvania to provide opportunities for graduate students to gain professional experience in athletic training.

*NAS: Effective Use of Resources – System Partnerships*

**Develop Partnerships with Community Colleges**

The university seeks to develop partnerships with community colleges to address educational needs and attract students.

***Clearfield Campus***

The university's Clearfield Campus continues discussions with Career Link, Clearfield County Career and Technology Center, North Central Workforce Investment Board, and Community Colleges to develop career ladders to meet workforce needs of the Clearfield community.

*NAS: Regional Economic Development – Collaboration with government*

*NAS: Effective Use of Resources – Other*

**Engage in Other Partnerships**

The university collaborates with other partners and nonprofit organizations to enhance the campus and local communities.

***Clearfield Career and Technology Center***

The university continues in discussions with the Clearfield Career and Technology Center to develop a dual enrollment program for the university's associate degree programs in Management and MIS.

*NAS: Regional Economic Development – Collaboration with government*

*NAS: Effective Use of Resources – Other*

***Clearfield Campus Advisory Committee***

The Advisory Committee, which meets twice each year, is comprised of community leaders from businesses, hospitals, and government, hospitals members, as well as high school guidance counselors. It provides valuable advice on high priority occupations and streamlining curriculum development.

*NAS: Regional Economic Development – Collaboration with business and industry*

***Governmental and Non-Profit Agencies***

The university provides facilities agencies without charge (except for incidental expenses) to governmental bodies and non-profit agencies for educational and informational events.

*NAS: Regional Economic Development – Collaboration with government*

**B. Increase the Level of Alternative Funding to Support New and Existing Programs and Services.*****Goal 23. Develop Additional External Resources***

The university cultivates and develops new and existing donor prospects to achieve fundraising goals.

***Enhance Private Giving and Endowment***

The university seeks to increase charitable giving.

***Total Private Giving***

The university received \$2.35 million in private gift income in 2008-09.

*NAS: Alternative Funding – Private giving and endowment growth*

***Endowment***

As of June 30, 2009, the university's endowment was valued at \$5.45 million.

*NAS: Alternative Funding – Private giving and endowment growth*

***Annual Fund***

The university continued to receive increased annual giving, receiving over \$220,000 in gifts to its annual fund for the second consecutive year.

*NAS: Alternative Funding – Private giving and endowment growth*

*UPP: Resource Development and Stewardship – Alternative Funding*

***Pursue Niche Campaigns***

The Advancement Office has developed niche campaigns for under-funded campaign projects and special initiatives.

***Steinway Campaign***

As a part of its plans to strengthen its programs in music and music education, the university successfully raised (in gifts and pledges) the funds necessary to make LHU an all-Steinway school.

*NAS: Alternative Funding – Private giving and endowment growth*

**C. Employ the System Technology Consortium (SyTEC) to promote efficiency and effectiveness across the System.****5. PUBLIC LEADERSHIP****A. Shape the Policy Framework for Public Higher Education in the Commonwealth.*****Goal 24. Contribute to Discussion of Issues Related to Higher Education***

The university advocates for higher education issues.

***Develop and Maintain Relationships with Area Legislators***

The university seeks to maintain strong relationships with area legislators.

***Legislative Day***

The university and APSCUF hold an annual Legislative Day, attended by approximately 100 people, to discuss issues of importance to the region and, particularly, to the university.

*NAS: Continuous Improvement – Policy advocacy*

*NAS: Regional Economic Development – Collaboration with government*

***One-on-One Meetings***

The university's president meets regularly with legislators from Clinton and Clearfield counties to discuss issues of importance.

*NAS: Continuous Improvement – Policy advocacy*

*NAS: Continuous Improvement – Advance system vision*

*NAS: Regional Economic Development – Collaboration with government*

***Cooperative Projects***

The university supports and participates in projects with area legislators. These include Congressman Peterson's annual Governmental Outreach event that brings approximately 300 high school students to Lock Haven's campus each fall, the annual Model UN, and support for the recent community Hometown Heroes (honoring local veterans) with state Senator Wozniak and Representative Hanna.

*NAS: Continuous Improvement – Policy advocacy*

*NAS: Regional Economic Development – Collaboration with government*

**B. Advance the Vision for the System through the Policies, Actions, Communications, and Programs of the Universities, the Board of Governors, and the Office of the Chancellor.**

***Goal 25. Contribute Actively to System-Wide Initiatives***

The university actively participates in PASSHE projects and supports its initiatives through advocacy and committee membership.

***Advocate for the Goals and Mission of the University and PASSHE***

The president provides leadership for university and system advocacy by articulating the mission and vision for both entities to various constituencies.

***Meetings with Chancellor***

The President meets regularly with the Chancellor to insure alignment of university initiatives with PASSHE goals and review progress.

*NAS: Continuous Improvement – Advance system vision*

*NAS: Continuous Improvement – Strengthening management practices*

***Legislative Advocacy***

The President's Office invites political leaders to events on campus several times each semester for the purpose of developing relationships and advocating for the interests and concerns of the university and the system.

*NAS: Continuous Improvement – Advance system vision*

*NAS: Continuous Improvement – Policy advocacy*

***Stakeholder Relations***

The President seeks to communicate the mission and goals of the university and PASSHE by meeting regularly with key stakeholders, including donors and prospective donors (at campus and off-campus events), faculty (with each academic department each year, with senior and junior faculty each semester, and with department chairs each month APSCUF and AFSCME (monthly), and students (including monthly open door meetings).

*NAS: Continuous Improvement – Advance system vision*

*NAS: Continuous Improvement – Policy advocacy*

***Participate in System-Wide Initiatives***

University faculty and academic administrators contribute to system-wide initiatives.

***System Committees***

In addition to attending meetings of System directors, university representatives serve on the Transfer and Articulations Oversight Committee, Capital Facilities Planning and Programming Process Committee, and the Information Architecture Team.

*NAS: Effective Use of Resources – System Partnerships*

*NAS: Continuous Improvement – Advance system vision*

*NAS: Continuous Improvement – Strengthening Management Practices*

***Other Support***

During 2008-09, the university hosted meetings of the system's Transfer and Articulation Articulations Oversight Committee, HR Directors, and Mechanical Group, as well as the chancellor's retreat for system presidents.

*NAS: Continuous Improvement – Advance system vision*