



Terry B. Rogers College of Education & Social Sciences

Committed to Advancing Society by Developing Professionals to

Lead | Serve | Educate

Monthly Faculty & Staff Newsletter



Dr. Gary Bigham
Professor | Dean

Greetings from the Dean

As we have begun our spring 2024 semester with 1663 enrolled students in the classes offered in our college, I hope the semester is off to a fabulous start for you. I think you will find the data provided at the beginning of this newsletter to be interesting and informative. Recruiting efforts are underway and professional development opportunities are available to you. We have students who are engaging in impressive work and faculty who are to be commended for their accomplishments. As always, I try to provide timely information to keep you informed. You will find several reminders in this newsletter, and as has become the norm, two months of calendar items that you can add to your calendars as you deem appropriate. Thanks to each of you for your professionalism and dedication to the work we do. I consider it an honor and a privilege to be engaged in the work of our college alongside you and to serve as your dean.

Building a Culture Together

Any college or university is only as good as its faculty, and while tenure provides protections for faculty, it also comes with responsibilities. Just as attorneys have opportunities to become shareholders and partners with the firm, tenured faculty become “partners” with the university with associated governance responsibilities therein associated. Consider these words as you view this short video.



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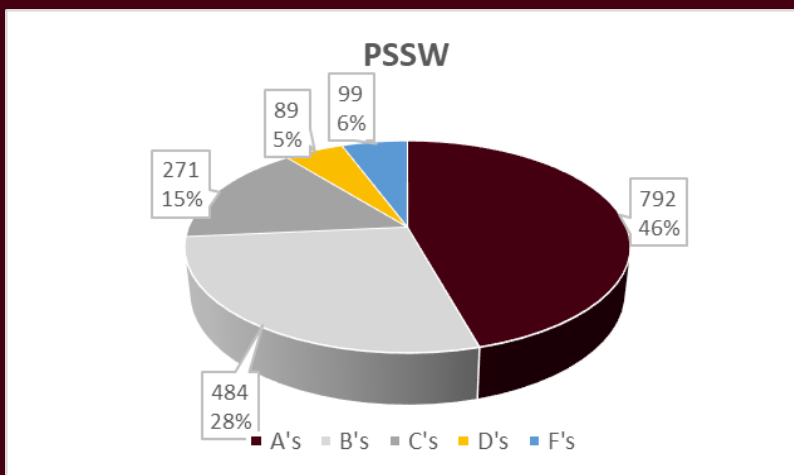
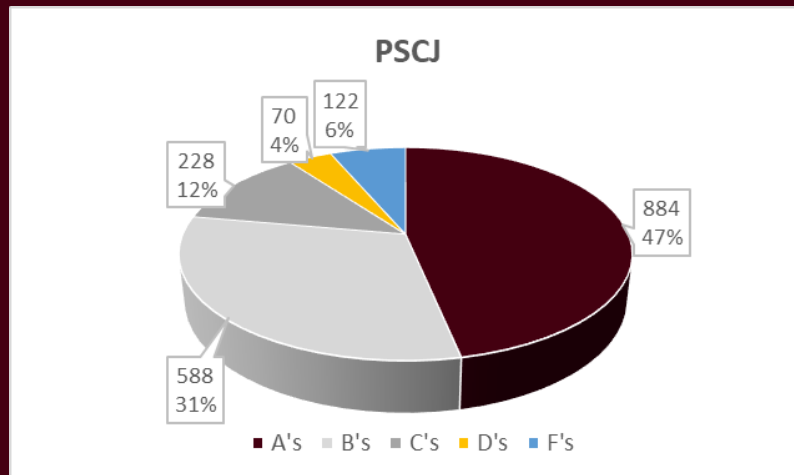
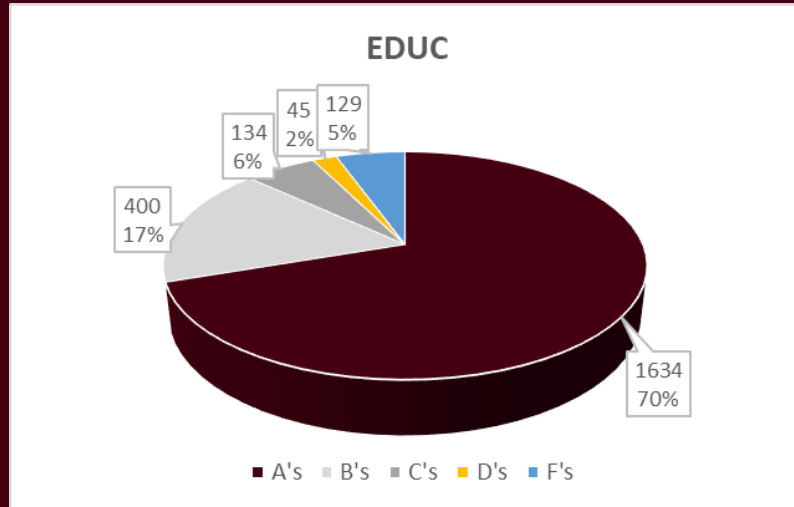
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Fall 2023 Grade Distributions by Department

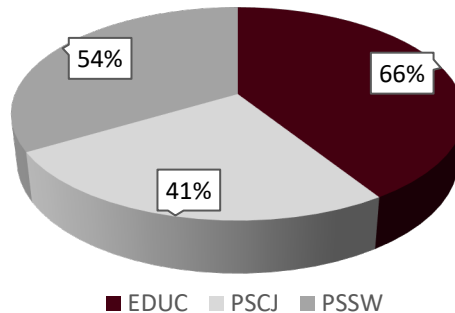
At the conclusion of the Fall 2023 semester, students in the Terry B. Rogers College of Education and Social Sciences earned 3310 As, 1472 Bs, 633 Cs, 204 Ds, and 350 Fs as follow:



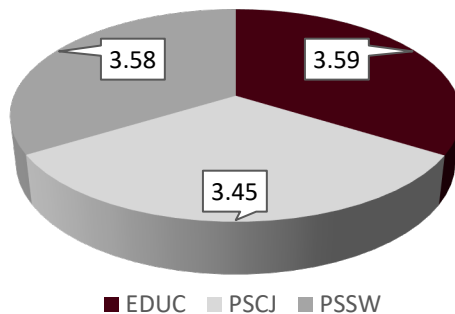
Fall 2023 End-of-Course Student Evaluation Results

Based on 3491 responses from 6283 students (duplicated counts) enrolled in Fall 2023 classes taught in the Terry B. Rogers College of Education and Social Sciences, student response rates and ratings of instructors and courses by department were as follow:

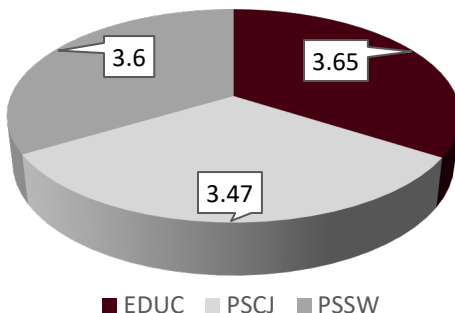
End-of-Course Student Evaluation Response Rates - Fall 2023



End-of-Course Weighted Mean Student Evaluated Instructor Ratings

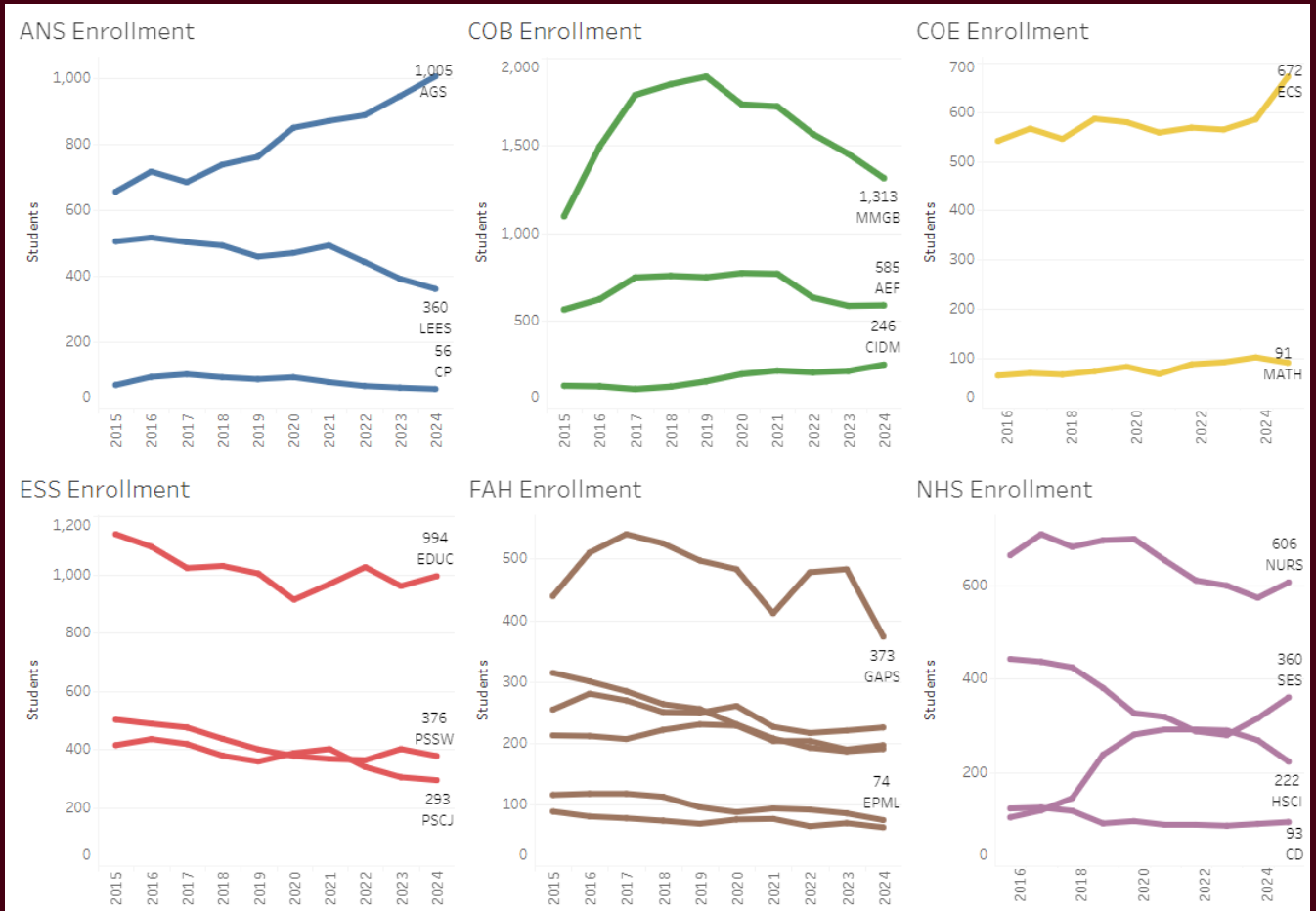


End-of-Course Weighted Mean Student Evaluated Course Ratings



Spring 2024 University Enrollment and 10-Year Trends

As we are all aware, enrollment continues to be a university wide concern. I find the historical perspective and comparison of our current standing in relation to the other colleges and departments to be useful information as I consider options moving forward. Accordingly, I am sharing the following 10-year trends with you.



Based on our current enrollment, as a college we are 389 students short of where we were in 2015 and 96 students short of where we were in 2019. As you can see, despite the spikes and valleys in our departmental enrollments, our overall trend has followed a downward progression.

I recently created the Advertising, Recruiting, Marketing, and Recognition (ARMR) committee tasked with strategically enhancing the college's visibility, attracting prospective students and talented individuals, promoting academic and extracurricular achievements, and acknowledging the contributions of students, faculty, and staff. The committee will explore ways to foster a positive and vibrant college community while supporting the college's overall mission and goals through innovative advertising campaigns, targeted recruitment efforts, effective marketing strategies, and thoughtful recognition initiatives. Kristy Bartlett and Dr. Justin Moeller are co-chairs of the college-level committee with members representing all departments, course-level assignments, course delivery modalities, and various ranks and levels of faculty and staff.

Annual Performance Reviews



Annual performance summaries are due to department heads today, February 1st. Some changes to the review process of which you need to be informed include the following:

- Over the years, scores have become inflated university-wide, due in part to comparisons of scores (by department heads and faculty being evaluated), from one year to the next. However, each scored criterion is *independent* of previous evaluations with no guarantee of growth from one year to the next. Growth in scores must be directly connected to performance in each criterion of evaluation.
- The evaluation of non-tenured faculty is not the sole responsibility of department heads. Pursuant to Procedure 12.02.01.W1/AA § 5.1.2, “In each academic department the direct supervisor shall in a timely manner make available to tenured faculty the opportunity to evaluate the performance of each tenure-track faculty member.” Furthermore, after tenured faculty members complete and return the confidentiality agreement, “Direct supervisors shall provide access to the faculty member’s supplements. The tenured faculty members shall provide the direct supervisor with their evaluations by a deadline that shall be determined by the direct supervisor.” Accordingly, after signing the required confidentiality agreements, all tenured faculty will have access to evaluation materials submitted by untenured faculty in their respective departments. All tenured faculty are highly encouraged to review materials and provide written feedback to the department head to be shared with individual tenure-track faculty members under review.
- This matter was addressed in the December 11 Deans Council meeting as documented in item 4 of the minutes referencing “the need for senior faculty to be a part of the annual review of tenure-track faculty members.” The minutes reflected that “front-line managers need to use Satisfactory-Excellent in annual reviews more actively, destigmatizing the rating as a negative.”

In this evaluation cycle, there will be no effort to arbitrarily lower scores simply for the sake of reducing scores perceived as inflated from previous years. However, there will be a concerted effort to score each criterion on the instrument to more accurately *rate performance* documented in 2023.

Ongoing Student Recruitment



EVENTS

Dr. Brad Johnson and Dr. Eddie Henderson of the WT Educational Leadership program are actively recruiting Master's and Doctoral candidates. They recently attended the Texas Association of School Administrators conference in Austin.



TASA is more than a professional association, but a support system for school leaders from school districts both large and small, rural and urban, and from every corner of the state of Texas. In addition to providing learning opportunities, and representation in Austin, its supportive network can be a lifeline for school leaders in need of connection and inspiration.

Professional Development Opportunities

Starting a Company as a Pathway to Translating Academic Research



EDUCATIONAL SEMINAR SERIES

IN-PERSON & VIRTUAL

[Register Here](#)

Join Texas A&M Innovation on Tuesday, February 6, 4:00 PM-6:00 PM CST for the next seminar in our Innovation U, “Starting a Company as a Pathway to Translating Academic Research.”

The panel of experts will include an experienced entrepreneur, investor, and a business attorney. They will share their perspectives on launching a company, focusing on companies developed from academic research. The discussion will include topics such as mechanics of company formation, attracting investors, and developing market strategy and well-rounded teams.



The American Association of State Colleges and Universities has partnered with Every Learner Everywhere to offer digital learning workshops. Several are available for the month of February.

TEACHING CLIMATE CHANGE ACROSS THE CURRICULUM: ENGAGING ALL LEARNERS

DR. TINA GROTZER

FEBRUARY 2, 2024 | 12:00PM MT

[REGISTER NOW](#)

CALLING BULL: WHAT STUDENTS MIGHT NEED THE MOST OUT OF THEIR MATH AND SCIENCE EDUCATION

DR. CARRIE DIAZ EATON

FEBRUARY 9, 2024 | 12:00PM MT

[REGISTER NOW](#)

BUILDING AI LITERACY WITH STUDENTS

MARC WATKINS

FEBRUARY 16, 2024 | 12:00PM MT

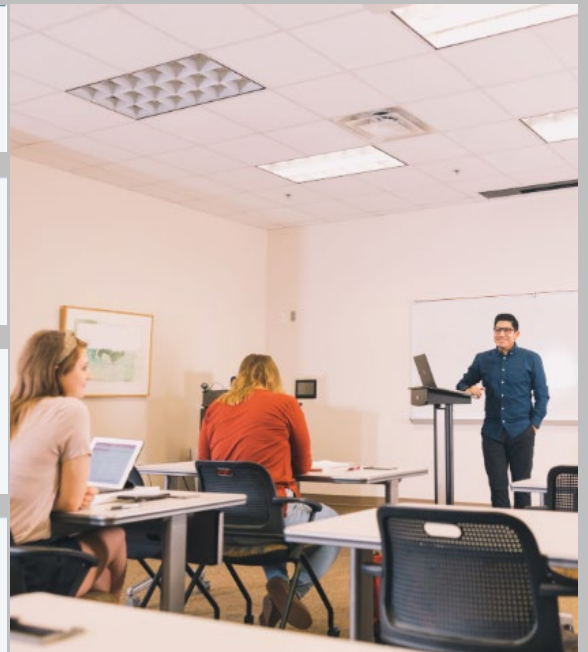
[REGISTER NOW](#)

AI IN HIGHER EDUCATION: THE STUDENT EXPERIENCE

STUDENT PANEL

FEBRUARY 23, 2024 | 12:00PM MT

[REGISTER NOW](#)



University Curriculum Committee

Due to unforeseen circumstances, the fall convening of the university curriculum committee, originally scheduled for November 17 was postponed to the spring semester. It is currently scheduled for February 2 and will combine the fall and spring curriculum matters into this single meeting.

Spring and Summer Scheduling

Course scheduling related timelines are as follow:

CPI opens for corrections, edits, and setting preferences	Thursday, February 8 at 9:00 a.m.
CPI closes for room syncing and optimizing	Tuesday, February 13 at 12:00 p.m.
Registrar’s Office completes corrections from CPI to Colleague	Tuesday-Friday, February 13-16
Room scheduling and optimization process begins	Monday, February 19
Schedule available on the web	Monday, February 26

Upcoming SACS-COC Accreditation



The 2024-25 academic year will serve as the snapshot period from which data will be collected for WT’s reaccreditation review with SACS-COC. The visit is planned for the first week of March 2026. With this comes the need for quality assessment, faculty credentialing, etc.

One item that will affect every single faculty member and administrator is the need for our CVs to be completely up to date in Interfolio.

As you have finished preparing your APS documentation, now is a great time to ensure that your Interfolio CV is completely updated. This will lessen the burden as the time for our SAC-COC review draws near.

First WT Students Completing Pilot Program Aimed to Improve Reading Education



Eleven senior education majors and future teachers celebrated a milestone on January 12 as they completed coursework for a pilot program for the Texas Reading Academy aimed at improving reading across the state. WT's education preparation program was one of 10 programs across the state selected to participate in the pilot by TEA. Learn more from the [news release](#).

Spring 2024 Clinical Teacher Cohort



STUDENTS

Thank You!



A note of
encouragement
and thanks
from
our friend and
supporter,
Terry B. Rogers

Faculty and Staff,
Happy New Year!

May this new semester be
one of great connections
with your students and
colleagues. May each of
you have great health,
and much JOY and
creativity in teaching.

We are still enjoying
the beautiful poinsettia the
College sent us at Christmas
Thank you!

Blessings to everyone!
Terry Dyke



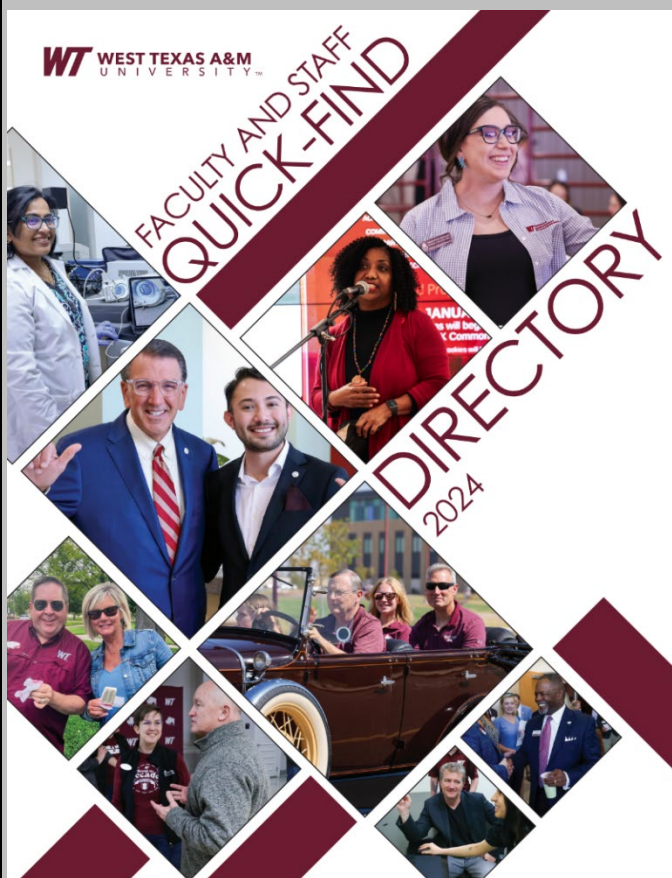
Reminders

Mileage Reimbursement Change

Effective Jan. 1 through Dec. 31, the maximum mileage reimbursement rates for state employee travel in a personal vehicle will increase to 67 cents per mile, up from 65.5 cents in 2023. A travel voucher form and mileage log form for 2024 are available on the WT Intranet here: wtaccess.wtamu.edu/travel/

Click to order your
2024 Faculty and Staff Quick-Find Directory.

PDF digital version is also available for
download.



WT WEST TEXAS A&M
UNIVERSITY™



Traveling overseas?

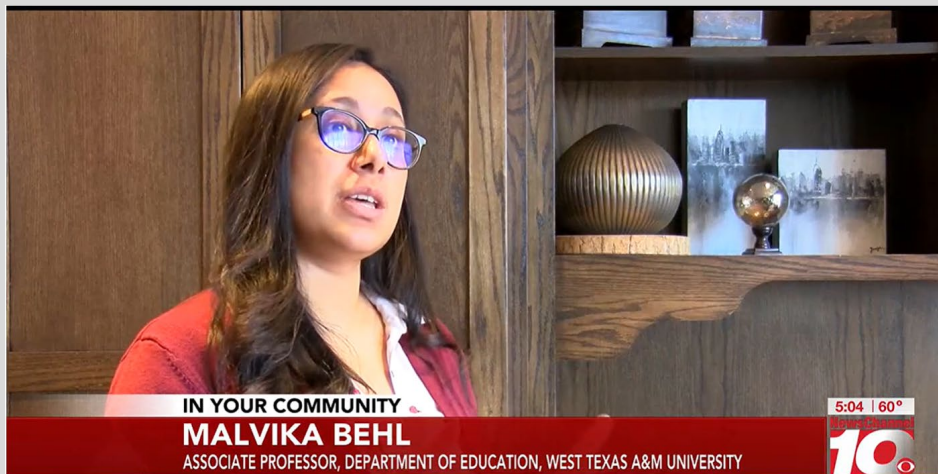
As part of WT's on-going efforts to integrate international student recruitment efforts into our traditional recruitment efforts, Admissions would like to provide copies of our international search pieces to anyone who is traveling overseas for WT business, athletics, or college specific recruitment efforts.

Faculty Accomplishments

New Research into Families of Children with Learning Disabilities



Dr. Malvika Behl, second from left, is leading research into parents of children with dyslexia and other disabilities after winning a Richard and Mary West Traylor Research Grant from West Texas A&M University's Center for Learning Disabilities. Also pictured are fellow researchers Dr. Mikyung Shin, Dr. Kenneth Denton and Dr. Betty Coneway.



“This research is the first of its kind in the United States,” said Dr. Malvika Behl, associate professor, counselor education program chair and principal investigator for the project. “We’re trying to bring out awareness and help teachers, administrators, counselors and diagnosticians better understand the parents’ experience and see how they can be helped more.”

Faculty Accomplishments

Dr. Johnson recently received a new professorship thanks to the generous and ongoing support of Lana and Bob Hatton.

“Experienced and successful leaders are retiring every day and taking with them a lifetime of lived experience,” Johnson said. “I look forward to helping those leaders find ways to pass on that knowledge to the next generation. The resources that a professorship provides will do just that.”

Dr. Brad Johnson

Lanna and Bob Hatton Rural Community Leadership Professor



Dr. Darrell Lovell

Assistant Professor of Political Science



Dr. Lovell has co-authored a book on new rules on student-athlete compensation.

In his new book Name, Image, and Likeness Policies: Institutional Impact and States Responses, Dr. Darrell Lovell and Dr. Daniel J. Mallinson examine new practices that allow student athletes to get paid for their likeness-and how those policies are already being stretched.

Faculty Accomplishments

Dr. Kal Demerew: Assistant Professor of Political Science

Dr. Demerew's article, "Can Institutions Cause Mass Violence?" was published in the peer-reviewed journal, Nations and Nationalism. He has been invited to participate in a Templeton-funded workshop series called "Governing Deep Differences" at the University of Pittsburgh's Center for Governance and Markets.



Dr. Jennifer Kunz: Professor of Sociology Program Director



Dr. Jennifer Kunz, Professor of Sociology, has been asked to be a guest editor for a special issue of the journal Societies. The topic is The Effects of Family Structure on Child Development. One of her research emphases is the effects of divorce on children.

Dr. Vince Nix: Assistant Professor of Political Science

Dr. Vince Nix is an active member of the Student Affairs Assessment Leaders (SAAL), a national organization that provides the opportunity for educators that coordinate assessment for divisions of student affairs to discuss issues to improve their work. According to their website, "members lead assessment in divisions of student affairs at a variety of institutions across the U.S." Dr. Nix was recently recognized as the "Faculty Champion" at the annual awards ceremony. Additionally, the committee on which Dr. Nix serves for SAAL, the Research and Advancing Knowledge Committee, was awarded the "President's Choice" award at the same ceremony!



Reminders



Please remain attentive to regularly updating and maintaining your information in Interfolio.

EVERYONE'S Interfolio CVs must be up to date prior to the beginning of the Fall 2024 semester.

Annual Performance Summary

Annual Activity Report due to Department Heads

Thursday, February 1

University Curriculum Committee

Friday, February 2nd

Midterm

Friday, March 8th

Spring Break

No Classes, but University Open

Monday, March 11th –

Friday, March 15th

Good Friday

No Classes, but University is Open

Friday, March 29th

TrainTraq Compliance

As a friendly reminder to all full- and part-time faculty and staff, including student workers, we all received an email on November 27 informing us that the following penalties will be assessed for being 20 days delinquent in any assigned training:

- 1. Graduate Assistants, Student Workers, and Staff Technicians will have their employment terminated by their department.** They are eligible for rehire if the manager chooses to rehire them. The department will be responsible for the cost of a new criminal history check.
- 2. Faculty and Staff employees will have their network access removed until their past-due training is completed.** Also, Faculty and Staff employees who are delinquent in their training at any time during the fiscal year will not be eligible for any merit increases.
- 3. Any part-time employee, including part-time instructors (PTIs) who are in training non-compliance, may not be eligible for rehire in the future.**

February 2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 APS due to Dept Heads 2:00: <u>IRB</u> and <u>IACUC</u> Submission Deadline Scholarship Application Priority Action Date Raising Texas Teachers PD Meetings	2 University Curriculum Committee Meeting Raising Texas Teachers PD Meetings	3
4	5	6 6:30: New EPP Candidate Pinning Ceremony; Legacy Hall	7	8	9	10
11	12 20 th Class Day	13 Greenlighting Available 11:00: Cornette Library's 50 th Anniversary Reception; Library Atrium	14	15 December Graduation Application Available	16 IT Maintenance	17
18	19	20 12:15: President's List Lunch and Certificate Pick Up; Legacy Hall	21 8 Week Classes: Last Day to Drop/WD with Guaranteed X Twanna Powell Research Fellowship Application Due	22 9:40: Career and Internship Welcome; FUB	23	24
25	26	27	28	29		

Academic Affairs Calendar

Academic Calendar (Registrar)

March 2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 Post-Tenure Review Folder Due to CPE Committee Chair	2
3	4	5	6 RCL Fellows Summit	7 RCL Fellows Summit <u>Faculty & Student Research Poster Session & Research Fair; Cornette Library</u>	8 Midterm Last Day for Finals in 8-week Courses	9
10	11 Spring Break	12 Spring Break	13 Spring Break	14 Spring Break	15 Spring Break	16
17	18 Midterm Grades Due 11:30: CLD Advisory Board Meeting; Harrington Academic Hall	19	20 8:40: <u>Educators EXPO</u> ; FUB	21	22	23
24	25	26	27	28 Last Day to Drop/WD with Guaranteed X	29 Good Friday; No Classes	30
31	1 Registration Opens for Graduate Students					

Academic Affairs Calendar

Academic Calendar (Registrar)