



FRANCIS MARION UNIVERSITY
Provost: Grants Development Program
IE DEPARTMENTAL ASSESSMENT PLAN

ASSESSMENT PLAN PERIOD: July 1, 2018- June 30, 2019

DEPARTMENTAL MISSION STATEMENT: Foster continuous development and growth of an academic environment supportive of faculty seeking external funding that builds upon the release time for research already provided by FMU.

Goal	Desired Outcome	Assessment Methods and Procedures	Results	Planned Improvements Based on Assessment Results/Action Items
1. Orient all new, tenure-seeking full-time faculty in academic units to policies and procedures for obtaining external grants and contracts at FMU.	All new, tenure-seeking, full-time faculty in academic units are familiar with the basic processes to engage in seeking external funding.	Quantitative: Using the list of new, tenure-seeking full-time faculty in academic units obtained from HR, the Director of the Grants Development program will record dates of visits to faculty. Baseline: N/A; Benchmark: 80%; Target: 100% of new faculty as denoted will go through one-on-one grant orientation.	35% of new faculty were oriented to external funding processes through personal visits.	Develop a monthly calendar of appointments with new faculty to maintain momentum through the year.
2. Identify research interests of all new, tenure-seeking, full-time faculty in academic units during the orientation visit.	The Grants Development Program Office will populate a concept map representing faculty research interests as a tool to better direct information on funding opportunities.	Quantitative: Using the list of new, tenure-seeking, full-time faculty in academic units obtained from HR, the Director of the Grants Development program will compare the list against the concept map to identify faculty yet to be interviewed. Baseline: N/A; Benchmark: 80%; Target: 100% of new faculty as denoted will be interviewed by the end of Year 2.	35% of new faculty were interviewed one-on-one regarding their research interests and research agendas.	Using the monthly calendar of appointments with new faculty to continue to build the picture of research interests at FMU to better target funding opportunities.
3. Identify/update the current research interests of all full-time, tenure-seeking faculty at the Assistant, Associate, and full Professor levels.	The Grants Development Program Office will have a comprehensive map of faculty research interests across disciplines allowing for the development of focused disciplinary or multi-disciplinary teams to augment resources for external research competitions.	Qualitative: Using a comprehensive list from the HR Office, develop a flat-file database, updated annually, that demonstrates a comprehensive profile of tenure-seeking, full-time faculty research interests. Baseline: N/A; Benchmark: 33%; Target: By the end of the Year 3, 100% of faculty will have been surveyed.	New goal	Formalize this process starting in July, 2019.



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<p>4. Through an examination of REAL & PEAK internal grant applications obtained through the Office of the Provost, identify possible changes in the trajectory of faculty research.</p>	<p>The Grants Development Program Office will conjoin stated faculty research interests with demonstrated activities as an early alert system to spot changes that may signify the need for new resources or new opportunities to be directed toward faculty exhibiting changes.</p>	<p>Qualitative: Review submissions to the REAL & PEAK internal grant programs once they have completed faculty committee review and have been submitted to the Provost's Office. Baseline: N/A; Benchmark; 80%; Target: 100% by the end of Year 2.</p>	<p>100% of REAL & PEAK submissions for Spring, 2019 (funded and not funded) were reviewed by the Grants Development Program Office.</p>	<p>The Spring 2018 target was achieved. As this is a new method of gathering information on faculty research interests, determine how to improve integration of this information into support for faculty. During Year 2, the target is to review submissions for both the</p>