Quality Improvement Plan

2021--2026

School of Construction Management

University of Louisiana, Monroe

**Organization**

The Quality Improvement Plan is divided into four distinct sections. These sections are the Vision, Mission and Goals Assessment, Assessment Program, Assessment Review, and the Strategic Plan. These plans are specific to the School of Construction Management at the University of Louisiana, Monroe.

**Vision, Mission and Goals Assessment**

The School of Construction Management has a Vision and Mission for the future.

**Vision**

The School of Construction Management in the College of Business Administration at the University of Louisiana at Monroe seeks ever-increasing excellence in construction management education by offering a student-centered learning environment that produces high quality graduates.

**Mission**

The School of Construction Management prepares students from North Louisiana and beyond for productive careers in the construction industry through specialized coursework and interaction with the construction industry.

**Alignment with University Mission**

The mission of the School of Construction Management aligns with the mission of the University with the understanding that learning is ULM’s main focus. Through its preparation of students for productive careers in the construction industry, the School of Construction Management supports the University's recognition of its role as a community leader committed to improving the general quality of life through partnerships.

The university mission statement is as follows: “The University of Louisiana at Monroe seeks students who find value in our programs and prepares them to compete, succeed, and contribute in and ever-changing global society through a transformative education.”

**School of Construction Managements Goals and Objectives**

Strategic Plan Goals are evaluated every fall by the faculty to assure that they encompass the needs of the school.

**Goal 1: Recruit, develop and maintain quality faculty who can prepare students for productive careers.**

**Objectives:**

1.1. Recruit for faculty vacancies as necessary in the national market.

1.2. Continue to use endowed chair and professorships to promote faculty development.

1.3. Conduct annual performance planning and evaluations of faculty.

**Measure 1:** Student Credit Hours per Full Time Faculty Equivalent

**Target(s):** Maintain at prior three-year average +/- 15%

**Timeframe for Evaluation:** Annually in fall

**Responsible Persons:** Ed Brayton

**Alignment with ULM Strategic Long-term Objective and/or Guiding Principle:**

2. b. Academic Infrastructure: Design a supportive infrastructure for our faculty Commitment: We commit to the success of our university and our students

**Measure 2:** Faculty evaluations completed by Director

**Target(s):** All faculty will be denoted as at least meeting expectations on all sections of the evaluation instrument

**Timeframe for Evaluation:** Annually in spring

**Responsible Persons:** Ed Brayton

**Alignment with ULM Strategic Long-term Objective and/or Guiding Principle:**

2. b. Academic Infrastructure: Design a supportive infrastructure for our faculty Commitment: We commit to the success of our university and our students

**Goal 2: Recruit and retain students who are capable of productive careers**

**Objectives:**

2.1. Increase awareness of the opportunities in construction management.

2.2. Implement a plan for student placement opportunity.

**Measure 1:** Fall enrollment for incoming freshmen

**Target(s):** 5% or better Increase over prior three-year average

**Timeframe for Evaluation:** Annually in fall

**Responsible Persons:** Ed Brayton

**Alignment with ULM Strategic Long-term Objective and/or Guiding Principle:**

2. c. Targeted Student Population: Implement a marketing and recruitment plan to approach and maintain program capacity levels

**Measure 2:** 1st to 2nd fall and 1st to 3rd fall retention rates for majors in the program

**Target(s):** Maintain at prior three-year average +/- 15%

**Timeframe for Evaluation:** Annually in fall

**Responsible Persons:** Ed Brayton

**Alignment with ULM Strategic Long-term Objective and/or Guiding Principle:**

3. a. Student/Academic Support Services: Improve advising, enrollment management processes, and student advocacy

**Goal 3: Deliver a high quality academic program which will prepare students for productive careers. (Continuous Improvement does not allow this to be removed)**

**Objectives:**

3.1. Continue ACCE accreditation

3.2. Continue assurance of learning plans for student learning goals

**Measure 1:** Documentation from ACCE

**Target(s):** Maintain good standing

**Responsible Persons:** Ed Brayton

**Alignment with ULM Strategic Long-term Objective and/or Guiding Principle:** Accountability: We acknowledge and assume responsibility for our actions, decisions, and results

**Achievement**: We get positive results

**Measure 2:** Learning outcomes assessment documentation

**Target(s):** Clear evidence of analysis and use of assessment results to make program improvements, which show quantitative increases in learning over time

**Timeframe for Evaluation:** Annually in fall

**Responsible Persons:** Ed Brayton

**Alignment with ULM Strategic Long-term Objective and/or Guiding Principle:** Accountability: We acknowledge and assume responsibility for our actions, decisions, and results

**Achievement**: We get positive results

**Goal 4: Increase resources to achieve the programs goals and fulfill its mission.**

**Objectives:**

4.1. Work with Industry to increase resources

4.2. Continue the capitol campaign to acquire funding.

4.3. Reach out to contractors and alumni.

**Measure 1:** Financial documentation demonstrating continued resource acquisition.

**Target(s):** Continued funding from Industry and capitol campaign contributions

**Timeframe for Evaluation:** Annually in fall

**Responsible Persons:** Ed Brayton

**Alignment with ULM Strategic Long-term Objective and/or Guiding Principle:**

1. d. New Revenue Streams: Develop strategies to expand all revenue streams

**Achievement**: We get positive results

3. c. Long-term Relationship: Improve university communication over the range from prospect to alumnus and improve alumni commitment to the university

**Goal 5: Maintain student involvement with the construction industry**

**Objectives:**

5.1. Have students begin interaction with the construction industry during early years in the program

5.2. Students will meet alumni who are professionals in the industry

5.3. Have students participate in industry sponsored events.

**Measure 1:** Documentation in IAC meeting minutes and event information shared with students

**Target(s):** Students will have multiple opportunities per month to engage with industry professionals and alumni

**Timeframe for Evaluation:** Annually in fall

**Responsible Persons:** Ed Brayton

**Alignment with ULM Strategic Long-term Objective and/or Guiding Principle:**

3. b. Critical Skills Needed by Students: Identify skill sets for academic success and workforce success

3. c. Long-term Relationship: Improve university communication over the range from prospect to alumnus and improve alumni commitment to the university

Collaboration: We seek partnerships that benefit our university

**Assessment Plan**

The School of Construction Management is accredited by the American Council for Construction Education. (ACCE) In addition to what was stated in our Vision, Mission, and Goals Assessment the School has adopted the 20 Student Learning Outcomes (SLO) from the ACCE to be incorporated into the courses that are taught.

Each course will be assessed every 3 years; however, faculty can address concerns in the interim years. Student work will be assessed against a minimum standard for compliance for each of the SLO’s. A copy of the assessment instrument can be found in the appendix. We keep the completed assessments on the School of Construction Managements shared drive.

**Assessment Matrix**

The following are the 20 SLO’s. They are referenced on the Assessment Matrix across the top using their number. Down the side of the matrix are the courses that we offer. D, stands for direct measure and I, stands for indirect measure.

1. Create written communications appropriate to the construction discipline.
2. Create oral presentations appropriate to the construction discipline.
3. Create a construction project safety plan.
4. Create construction project cost estimates.
5. Create construction project schedules.
6. Analyze professional decisions based on ethical principles.
7. Analyze construction documents for planning and management of construction processes.
8. Analyze methods, materials, and equipment used to construct projects.
9. Apply construction management skills as a member of a multi-disciplinary.
10. Apply electronic-based technology to manage the construction process.
11. Apply basic surveying techniques for construction
12. Understand different methods of project delivery and the roles and responsibilities of all consistencies involved in the design and construction process.
13. Understand construction risk management.
14. Understand construction accounting and cost control.
15. Understand construction quality assurance and control.
16. Understand construction project control processes.
17. Understand the legal implications of contract, common, and regulatory law to manage a construction project.
18. Understand the basic principles of sustainable construction.
19. Understand the basic principles of structural behavior.
20. Understand the basic principles of mechanical, electrical and piping systems.

I—Indirect D—Direct Each row represents 3 semester hours

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|  | ACCE Student Learning Outcomes | | | | | | | | | | | | | | | | | | | |
| Course | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| Cons 1003 1004 |  |  |  |  |  |  |  | I D | I |  |  |  |  |  |  |  |  |  |  |  |
| Cons 1020 1021 |  |  |  |  |  |  |  | I D |  |  |  |  |  |  | I D |  |  | I D |  |  |
| Cons 1040 1041 |  |  |  |  |  |  |  | I D | I |  |  |  |  |  |  |  |  |  |  |  |
| Cons 2008 2009 |  |  |  |  |  |  |  | I D |  |  |  |  |  |  |  |  |  |  |  |  |
| Cons 2011 2012 |  |  |  |  |  |  |  |  | I |  | I D |  |  |  |  |  |  |  |  |  |
| Cons 2015 |  |  |  |  |  |  |  |  |  | I |  |  |  |  |  |  |  |  | I D |  |
| Cons 2016 2017 |  | I D |  |  |  |  |  |  |  | I D |  |  |  |  |  |  |  |  |  |  |
| Cons 2026 2027 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | I D |
| Cons 2030 2031 |  |  |  |  |  |  |  |  |  |  |  |  |  |  | I D |  |  |  | I D |  |
| Cons 3015 |  |  |  |  |  |  |  | I D |  |  |  |  |  |  |  |  |  |  | I D |  |
| Cons 3018 3019 |  |  |  | I D |  | I |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Cons 3020 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | I D |
| Cons 3030 | D |  |  |  | D | I D | D |  | I D |  |  |  |  | I D |  | I D | I D |  |  |  |
| Cons 4005 4006 |  |  |  |  | I D |  |  |  |  | I D |  |  |  |  |  |  |  |  |  |  |
| Cons 4008 4009 |  |  |  | I D |  | I |  | I D |  |  |  |  |  | I D |  |  |  |  |  |  |
| Cons 4020 | I D |  |  |  |  |  | I D |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Cons 4030 | I |  | I D |  |  |  |  |  |  |  |  |  | I D |  |  |  |  |  |  |  |
| Cons 4040 | I D |  |  |  |  | I D |  |  |  |  |  | I D | D |  |  |  | I D |  |  |  |
| Cons 4045 4046 |  | I D |  |  |  |  |  |  |  | I D |  |  |  |  |  |  |  |  |  |  |
| Cons 4047 4048 |  | I | D | D | I |  | I |  | I | I |  |  |  |  |  |  |  |  |  |  |

**Performance Criteria used for the SLO**

The following table will show what course will be assessing the specific SLO. It will also provide information on what is being assessed and the performance criterion.

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| SLO | Course | Assessment Used | Performance Required |
| 1 | Cons 3030—Construction Administration | Evaluation on procurement and assignment on subcontractor agreements | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 1 | Cons 4020—Associated Contractors Prep and Soft Skills | Evaluation on communication and behavior, motivation and listening styles. An assignment on project documentation | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 1 | Cons 4030—Safety | An assignment on writing up a safety concern | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 1 | Cons 4040—Construction Contracts | A written assignment on Bid scope and the bid division index. | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 2 | Cons 2016/2017—Construction Computer Applications | Students do presentation to class | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 2 | Cons 4045/4046 Digital Site Management (Old Name)  Cons 3040/3041 Advanced Construction Computer Applications | Students do presentation to class | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 2 | Cons 4047/4048 Advanced Projects | Student do presentation to members of the Industry Advisory Board | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 3 | Cons 4030 Safety--Will become  Cons 3060 Construction Safety and Supervision | Students do a rough draft on safety related to a specific trade. Students will do a final paper on safety for a specific trade. | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |

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| SLO | Course | Assessment Used | Performance Required |
| 3 | Cons 4047/ 4048 Advanced Projects | Students produce a final safety report from the viewpoint of the project contractor. | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 4 | Cons 3018/3019 | Evaluation on Bid organization and QTO | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 4 | Cons 4008/4009 | Evaluation on Productivity and Conceptual Estimating | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 4 | Cons 4047/4048 | Students will create a QTO and a Cost Estimate | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 5 | Cons 3030 | Evaluation on planning and scheduling | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 5 | Cons 4005/4006 | Evaluation on planning and scheduling. A project on scheduling | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 6 | Cons 3018/3019 | Evaluation on ethics | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 6 | Cons 3030 | Evaluation on ethics | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 6 | Cons 4040 | A review assignment on ethics | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 7 | Cons 3030 | Evaluation on field documents | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
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| SLO | Course | Assessment Used | Performance Required |
| 7 | Cons 4020 | Evaluation on Specifications | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 8 | Cons 1003/1004 | Methods and materials evaluation | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 8 | Cons 1020/1021 | Methods and materials evaluation | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 8 | Cons 1040/1041 | Evaluation on formwork, dewatering, excavation, and foundations | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 8 | Cons 2008/2009 | Evaluation on sitework, concrete, architecture, masonry and steel | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 8 | Cons 3015 | Evaluation on performance of building structures. | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 8 | Cons 4008/4009 | Evaluation on form material and design | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 9 | Cons 3030 | Exam on understanding the different roles in construction | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 9 | Cons 4047/4048 | Project that takes on the role of different construction stake holders | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 10 | Cons 2016/2017 | Evaluation covering excel, word, PowerPoint, and access | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
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| SLO | Course | Assessment Used | Performance Required |
| 10 | Cons 4005/4006 | Examinations covering Microsoft Project | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 10 | Cons 4045/4046 | Examination covering elements of Navisworks, Revit and Sketchup | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 11 | Cons 2011/2012 | A project that involve surveying and using surveying equipment. An evaluation going over the basics of surveying. | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 12 | Cons 4040 | A project related to different types of contracts. An evaluation going over types and parts of contracts | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 13 | Cons 4030 | Examination on safety | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 13 | Cons 4040 | Examination on labor rules, equipment production, components, and production issues. | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 14 | Cons 3030 | Examination on cost controls | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 14 | Cons 4008/4009 | Examination on material cost, labor burden, and variance | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 15 | Cons 1020/1021 | Evaluation of different methods for evaluating materials. | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
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| SLO | Course | Assessment Used | Performance Required |
| 15 | Cons 2030 | Examination on the building blocks of construction materials. | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 16 | Cons 3030 | A project and examination involving the project control process | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 17 | Cons 3030 | Common rules in regards to procurement, documents, and shop drawings | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 17 | Cons 4040 | Examinations on policies of bid scope, spec’s, vendors, claims, termination | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 18 | Cons 1020/1021 | An evaluation on sustainable materials and an assignment demonstrating knowledge of sustainability. | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 19 | Cons 2015 | An evaluation on sustainable materials and an assignment demonstrating knowledge of sustainability. | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 19 | Cons 2030/2031 | Examination on the integrity of various soils. | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 19 | Cons 3015 | An examination on structural behavior and an assignment demonstration the knowledge of structural behavior | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
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| SLO | Course | Assessment Used | Performance Required |
| 20 | Cons 2026/2027 | A combination of evaluations demonstrating the knowledge of mechanical, Electrical and pipping systems. | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |
| 20 | Cons 3020 | A combination of evaluations demonstrating the knowledge of mechanical, Electrical and pipping systems | 70% of the Students will be able to attain a 70% or higher score on the evaluations and laboratory assignments |

**Assessment**

Each faculty member will be assigned to do an assessment of at least one of their courses at the end of the Spring semester. This assessment is due two weeks after the end of the semester to the Director. The Director will have all of the data from the senior exit interview and the faculty assessments for the fall faculty meeting. This will be available for the Industry Advisory Committee as well in the fall.

The data from the assessments, student exit interview, and current goals and objects are reviewed at the fall faculty meeting. This is to determine progress, as well as, determine if any adjustments need to be made. The assessment template can be found in the appendix.

**Assessment Review**

Every fall the goals and objectives for the School of Construction Management will be reviewed and one new category will be added to the review. A results category will be added to determine how the School is doing in regards to the specific areas. The results measure is determined by using the individual measure, which were set up in the Assessment Plan. Each goal and objective have a specific measure to determine if it has been successful and by what degree.

Further means of assessment will be done in regards to individual courses that are currently being taught, as well as, curriculum and course content changes. This will come from specific course review that occurs as part of a rotating 3-year review of each individual course.

**Assessment Tools**

**Course-Embedded Assessment**

Student work in designated courses is collected and assessed in relation to the program learning outcomes, not just for the course grade. Products include exams, research reports, projects, papers, and so on. The assessment is conducted at specific points (e.g., introductory course and upper-level course) in the program.

Time Frame: Continuous

**Course Evaluations/Student Evaluation of Faculty**

At the end of each semester, students are asked to evaluate each of their classes. The university makes these evaluations, plus their respective results, available on-line. See University Online Course Evaluations

Time Frame: End of each semester

**Alumni Surveys**

The perspective that students have on their education may change significantly after time away from school. Additionally, alumni can provide the program with an insight into current practice. Alumni surveys are used to obtain input from alumni of the program.

Time Frame: Periodically

**Industry Advisory Council Input**

During both the Fall and Spring semesters, the Industry Advisory Council provides insight into the current needs of the industry. Also at these meetings, the IAC meets with current construction management students. Thus, this input serves to keep the curriculum relevant to the industry.

Time Frame: Fall and Spring IAC meetings

**Employer Input**

Employers hire students who possess certain knowledge and skills. Employers are surveyed both formally and informally. These assessments may range from basic information as hiring data to detailed surveys of the characteristics the employers perceive in program graduates.

Time Frame: Continuous

**Faculty Self-Evaluations**

At the beginning of the Fall semester, each faculty member defines a set of goals for the current year. At the end of the Spring semester, the faculty member compiles a self-evaluation based on this set of goals.

Time Frame: End of Spring semester

**Faculty Evaluation of Director**

At the end of the Spring semester, each faculty member will evaluate the director.

Time Frame: End of Spring semester

**Director Evaluation of the Faculty**

At the end of the Spring semester, the Director will assess each full-time faculty member. The faculty evaluation includes self-evaluation, student evaluation, and administrative evaluation. Than the Director will meet with each faculty member to discuss their assessment and complete the recommendation.

At the end of each semester, each adjunct faculty member will be evaluated by the director. The faculty evaluation includes self-evaluation, student evaluation, and administrative evaluation.

**Dean Evaluation of Director**

At the end of the Spring semester, the Director is evaluated by the Dean. The Director evaluation includes self-evaluation, student evaluation, and administrative evaluation

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Time Frame: End of Spring semester

**ACCE Academic Requirement**

On a continuous basis, the Director and faculty monitor the School of Construction Management program in those areas relating to the requirements of the accrediting body, the American Council for Construction Education.

Time Frame: Continuous

**Course Assessment**

Course Assessments are linked to the ACCE Student Learning Outcomes. As part of the assessment changes can be made if necessary so that courses reflect the Student Learning Outcomes correctly. Classroom (Course) objectives are than linked to the Student Learning Objectives. The Student Learning Objectives are as follows:

1. Create written communications appropriate to the construction discipline.
2. Create oral presentations appropriate to the construction discipline.
3. Create a construction project safety plan.
4. Create construction project cost estimates.
5. Create construction project schedules.
6. Analyze professional decisions based on ethical principles.
7. Analyze construction documents for planning and management of construction processes.
8. Analyze methods, materials, and equipment used to construct projects.
9. Apply construction management skills as a member of a multi-disciplinary.
10. Apply electronic-based technology to manage the construction process.
11. Apply basic surveying techniques for construction
12. Understand different methods of project delivery and the roles and responsibilities of all consistencies involved in the design and construction process.
13. Understand construction risk management.
14. Understand construction accounting and cost control.
15. Understand construction quality assurance and control.
16. Understand construction project control processes.
17. Understand the legal implications of contract, common, and regulatory law to manage a construction project.
18. Understand the basic principles of sustainable construction.
19. Understand the basic principles of structural behavior.
20. Understand the basic principles of mechanical, electrical and piping systems.

**Interval:** During the fall faculty meeting time will be dedicated to reviewing the spring assessments and other course issues. This will be during faculty week. The time will also be used to discuss the overall curriculum**.**

**Description:** At the faculty meeting we will review the spring assessments and see whether the change that is needed resides in the course or with the curriculum. Further, we will look at whether specific units taught within the different courses are being as effective as they can be.

**Methodology:** Systematic review of the program.

**Process:** Review the assessments looking at both how students have done and the faculty member’s review and comments for change. Determine the best method to institute the changes. Is it an issue of the course or the program? Next, discuss the best method to institute the change.

The second is to review what changes we enacted based on the previous year’s assessments. Do they still need to be worked on or do they seem to be working well. Have new issues been created based on changes that we have done.

Next are there issues with specific units of courses that are not in the current assessment system. Again is it the course or the curriculum that is causing the issue.

A review of the curriculum and program of study is done to make sure there is no need for changes and that everything is working in the best interest of the students.

**Assessments:** Available on the shared drive or will be provided at the faculty meeting by Director.

Every course has a formal assessment every three years. These are done by the faculty member teaching the course. They are done following the spring semester. They are too stored on the shared drive. Faculty members, who did the formal assessment, report on their assessment.

**Continuous Improvement**: To continue to build the best construction management program through continuous review and improvement.

Previous Course Assessment Accomplishments

2018-2019

The following was decided in the Spring of 2019:

Determined that our additional math review in the freshman year was effective.

Effectiveness of getting new software for our computer lab.

Decided to start an introduction to the construction management program in the first few weeks of the freshman year. The goal was to introduce the program and services. One of the task we do is to have freshmen write resumes with the goal being to prepare them to meet with contractors. Set expectations and let them know how to be successful.

We make changes to the program that added a general elective.

Discussion of program adjustment related to our computer courses and final senior semester.

2019-2020

The following was decided in the Spring of 2020. Changes in the Fall 2020.

Moved and rename Digital Site Management taken in the last semester of the senior year. It is now will be Advanced Computer Concepts and taught in the Sophomore year. The reason is that students in their exit interviews suggested these skills would be valuable in other classes and during their internships.

We moved to the 7th semester of their senior year Exam Prep so that students take the Constructors exam the first semester of their senior year. This also means that they only have one construction course the last semester of their senior year.

The following changes were approved for implementation in Fall of 2021:

We changed the name of the Safety course to Construction Safety and Supervision. We removed the Osha 30-hour requirements.

We changed the name of the Materials and Testing to Construction Materials and eliminated the lab component. This allows us to broaden the materials portion of the course. This is a freshman level course.

We continue to work on the improvement of computer technology education for students through additional software.

We continue to fund ways to improve ability to use practices lab and augment it with other projects outside of the lab.

How to be effect under Covid-19 and give our students the best education for the academic year 2020-2021. This includes Zoom and online education. How to do this with classes that are usually hands on. How do we assure a quality education safely?

Next Review Scheduled Review-Fall 2021

**Strategic Plan**

This is a comprehensive strategic plan outlining the financial resources and timelines for the purpose of increasing enrollment, improving the construction complex facilities which in turn enhances each student’s education, along with improving our faculty and staff conditions. This strategic plan will focus on three areas: 1.) facility improvement projects, 2.) Enrollment and Student enhancement, and 3.) faculty and staff salaries.

Our 9-month salaries and benefits are paid for by ULM. However, building improvements are funded through the Louisiana Licensing Board account. These funds are generated as an opt-out private fee on the Contractor’s license. These funds are provided to the ULM School of Construction Management once a year and the check is between $140,000 to $250,000. Furthermore, these funds are utilized to pay for the Administrative Assistant to the Director and to fund the faculty salary increases that have occurred over the past 5 years. The use of these funds is prioritized by the SoCM Director and submitted to the Industry Advisory Council (IAC) for approval. Our yearly committed funds from the Licensing Board is:

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| **ACTIVITY DESCRIPTION** | **Time** | **FINANCIAL COMMITTMENT** |
| Estimated Licensing Board Funds Available | Year | $170,000 - $250,000 |
| Continuing to pay for our 9-month Administrative Assistant | Year | $45,000 |
| Compensate Faculty Salaries and Adjuncts | Year | $11,000 - $46,000 |
| Potential Funds after Commitments | Year | ~$100,000 |

**F 2020 – S 2021 LICENSING BOARD FUNDS IAC APPROVED ALLOCATION AND COMMITTED EXPENSES**

Below is the IAC Budget for the current academic year:

|  |  |  |
| --- | --- | --- |
| **LICENSING BOARDS FUNDS FOR FALL 2020 – Spring 2021**  **ACTIVITY DESCRIPTION** | **Time**  **Completion** | **LICENSING FUNDS RECEIVED** |
| 2020 – 2021 Louisiana Licensing Board Account Funds 92723 |  | $253,398.88 |
| Don Beach Loan Payoff |  | ($108.154.08) |
| Administrative Assistant Salary + Benefits + 3 weeks Summer |  | ($45.000.00 |
| Faculty Salary Increase for Public/Private Partnership |  | (10,749.00) |
| Complete the Renovation to the additional Computer Room | 8/21 | ($74,615.43) |
| Spring-A-Lawn (Don Beach Sprinkler System) | 10/20 | ($3,300.00) |
| Guidry Painting (Structural Steel Structure Outside Don Beach) | 10/20 | ($1,700.00) |
| Student Computers | 11/20 | (9,880.37) |
| Remaining Amount |  | 0 |

**FALL 2020 – SPRING 2021 CAPITAL CAMPAIGN FUNDS RECEIVED AND COMMITTED EXPENSES**

We also created a CM Capital Campaign in 2020 which generated $100,000 last year. We intend on using these funds to finance marketing and recruiting efforts; classroom upgrades; a Student Endowed Scholarship wall; an online bachelor degree completer program; and renovations to the Construction Auditorium, Atrium, and bathrooms. The activity description along with the anticipated time and the projected financial commitment are stated below:

|  |  |  |
| --- | --- | --- |
| **CM CAPITAL CAMPAIGN ACCOUNT FALL 2020 – SPRING 2021**  **ACTIVITY DESCRIPTION** |  | **CM CAPITAL**  **FUNDS RECEIVED** |
| F2020 – S2021 CM Capital Campaign Funds |  | $100,000.00 |
| Signs Now |  | ($7,630.15) |
| Marketing Brief, videos for Recruiting |  | ($6,000) |
| Creative Sign Design for Sponsors |  | ($9,000) |
| Create Endowed Student Scholarship Wall with recipients’ names |  | ($97,999.22) |
| Remaining Amount |  | 0 |

**FALL 2021 – SPRING 2022 LICENSING BOARD & CAPITAL CAMPAIGN PROJECTED FUNDS & EXPENSES**

This academic year we anticipate using the uncommitted funds to recruit at high schools, market the program using technology, renovate the soils laboratory, add computers to the renovated open laboratory, and cover a portion of the outside construction practices laboratory so that students do not lose valuable hands-on activities.

|  |  |  |
| --- | --- | --- |
| **LICENSING BOARDS FUNDS FOR FALL 2021 – SPRING 2022**  **ACTIVITY DESCRIPTION** |  | **LICENSING FUNDS RECEIVED** |
| Projected F2021 – S2022 Louisiana Licensing Board Funds 92723 |  | $170,000.00 |
| Administrative Assistant Salary + Benefits + 3 weeks Summer |  | ($45,000.00) |
| Faculty Salary Increase for Public/Private Partnership |  | ($8,400.00) |
| Recruiting at High Schools |  | ($30,000.00) |
| Renovate the Soils Laboratory |  | ($30,000.00) |
| Finish Open Computer Lab add Computers |  | ($25,000.00) |
| Practices Lab – Temporary, Secure & Cover |  | (56,600.00) |
| Remaining |  | 0 |

|  |  |  |
| --- | --- | --- |
| **CM CAPITAL CAMPAIGN ACCOUNT FALL 2021 – SPRING 2022**  **ACTIVITY DESCRIPTION** |  | **CM CAPITAL**  **FUNDS RECEIVED** |
| Projected F2021 – S2022 CM Capital Campaign Funds |  | $100,000.00 |
| Temporary Improvement to Outside Practices Lab Covered |  | ($100,000) |
| Remaining |  | 0 |

**FALL 2022 – SPRING 2023 LICENSING BOARD & CAPITAL CAMPAIGN PROJECTED FUNDS & EXPENSES**

The Industry Advisory Council (IAC) is negotiating with the ULM administration to create another public private partnership. Therefore, this academic year the Licensing Board funds will be utilized to fund 100% the faculty raises. The faculty salary increases are to bring the CM faculty salaries in alignment with the ULM Accounting salaries over the next 6 years with year 1 and 2 funded by the licensing Board. Furthermore, to increase enrollment we anticipate creating an online upper-level BS completer program

**Projected Faculty Salary Increases to align with the ULM Accounting program**

The percentage increases by year compounded, the percentage increase each year, the total amount each year, the public private partnership percentage and the distributed amount for IAC are shown.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Year | 0 | 1 | 2 | 3 | 4 | 5 | 6 |  |
|  | $462,000 |  |  |  |  |  |  |  |
| Raise % |  | 10% | 8% | 5% | 5% | 3% | 3% |  |
| Total |  | 46,200 | 40,656 | 27,442.80 | 28,814.94 | 18,153,41 | 18,698.01 | 179,965.17 |
|  |  |  |  |  |  |  |  |  |
| % |  | 100% | 100% | 80% | 60% | 40% | 20% |  |
| IAC $ |  | 46,200 | 40,656 | 21,954.24 | 17,288.96 | 7,261.36 | 3,739.60 | 137,100.16 |

In addition to the existing Bachelor’s degree program with results-oriented, face-to-face courses in Monroe, Louisiana, the ULM SoCM will create an on-line, upper-level completer program for students with Associate’s degrees in Building Construction, Civil Engineering Technology, or Architectural Technology. These candidates will consist of place-bound, non-traditional students who need a Bachelor’s degree in Construction Management in order to advance into careers in construction project management. This on-line completer program initiative will require approximately $300,000 to develop and deliver the courses in two years.

**Projected Enrollment Increases**

The creation of an online upper-level BS Completer program along with our continuing recruiting efforts is projected to increase the School of Construction Managements enrollment as follows:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| F 2021 – S 2022 | F 2022 – S 2023 | F 2023 – S 2024 | F 2024 – S 2025 | F 2025 -S 2026 | F 2026 – S 2027 |
| 170 | 180 | 218\* | 231 | 270 | 300 |

**Projected Faculty Needs based on No Growth / Growth from the CM Online Program**

The Table below shows the projected faculty needs for the next seven years with no growth and growth.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **New**  **Faculty Need** | **Year** | **No Growth**  **Faculty Needed** | **Growth**  **Faculty Needed** | **Hiring** |
| Year 1 | 2021 - 2022 | 2 |  | 2 |
| Year 2 | 2022 - 2023 |  | 1 | 1 |
| Year 3 | 2023 - 2024 |  | 1 | 1 |
| Year 4 | 2024 - 2025 | 1 |  | 1 |
| Year 5 | 2025 - 2026 |  | 1 | 1 |
| Year 6 | 2026 - 2027 | 1 |  | 1 |
| Year 7 | 2027 - 2028 | 1 | 1 | 2 |
| Total Faculty |  | 5 | 4 | 9 |

|  |  |  |
| --- | --- | --- |
| **LICENSING BOARDS FUNDS FOR FALL 2022 – SPRING 2023**  **ACTIVITY DESCRIPTION** |  | **LICENSING FUNDS RECEIVED** |
| Projected F2022 – S2023 Louisiana Licensing Board Funds 92723 |  | $170,000.00 |
| Administrative Assistant Salary + Benefits + 3 weeks Summer |  | ($45.000.00) |
| Faculty Salary Increase for Public/Private Partnership |  | ($46,200.00) |
| Recruiting at High Schools |  | ($30,000.00) |
| Create a CM Online Upper-Level Completer Program |  | ($54,344.00) |
| Remaining |  | 0 |

|  |  |  |
| --- | --- | --- |
| **CM CAPITAL CAMPAIGN ACCOUNT FALL 2022 – SPRING 2023**  **ACTIVITY DESCRIPTION** |  | **CM CAPITAL**  **FUNDS RECEIVED** |
| Projected F2022 – S2023 CM Capital Campaign Funds |  | $100,000.00 |
| Create a CM Online Upper-Level Completer Program |  | ($100,000.00) |
| Remaining |  | 0 |

**Proposed Construction of a 2-Story building with a High Bay in LA Capital Outlay Budget for 2022**

ULM’s School of Construction Management’s vision is that its facilities will be second to none. This vision requires a new two-story building on the south side of the current structure housing a large practices area with a high bay that has up-to-date equipment, classrooms, computer labs, a soils/materials lab, and an auditorium.

ULM’s President Dr. Ron Berry has agreed to include this $4.1 Million building into the ULM Capital Outlay proposal to the State of Louisiana in the 2022 budget.

**FALL 2023 – SPRING 2024 LICENSING BOARD & CAPITAL CAMPAIGN PROJECTED FUNDS & EXPENSES**

This year continues the faculty salary increases and the creation of an upper-level online BS completer.

|  |  |  |
| --- | --- | --- |
| **LICENSING BOARDS FUNDS FOR FALL 2023 – SPRING 2024**  **ACTIVITY DESCRIPTION** |  | **LICENSING FUNDS RECEIVED** |
| Projected F2023 – S2024 Louisiana Licensing Board Funds 92723 |  | $170,000.00 |
| Administrative Assistant Salary + Benefits + 3 weeks Summer |  | ($45,000.00) |
| Faculty Salary Increase for Public/Private Partnership |  | ($40,656.00) |
| Recruiting at High Schools |  | ($30,000.00) |
| Create a CM Online Upper-Level Completer Program |  | ($89,511.00) |
| Remaining |  | 0 |

|  |  |  |
| --- | --- | --- |
| **CM CAPITAL CAMPAIGN ACCOUNT FALL 2023 – SPRING 2024**  **ACTIVITY DESCRIPTION** |  | **CM CAPITAL**  **FUNDS RECEIVED** |
| Projected F2023 – S2024 CM Capital Campaign Funds |  | $100,000.00 |
| Create an CM Online Upper-Level Completer Program |  | ($100,000.00) |
| Remaining |  | 0 |

**FALL 2024 – SPRING 2025 LICENSING BOARD & CAPITAL CAMPAIGN PROJECTED FUNDS & EXPENSES**

This academic year will focus on renovation of the existing CM auditorium.

|  |  |  |
| --- | --- | --- |
| **LICENSING BOARDS FUNDS FOR FALL 2024 – SPRING 2025**  **ACTIVITY DESCRIPTION** |  | **LICENSING FUNDS RECEIVED** |
| Projected F2024 – S2025 Louisiana Licensing Board Funds 92723 |  | $170,000.00 |
| Administrative Assistant Salary + Benefits + 3 weeks Summer |  | ($45,000.00) |
| Faculty Salary Increase for Public/Private Partnership |  | ($21,954.24) |
| Recruiting at High Schools |  | ($30,000.00) |
| Renovation of CM Auditorium |  | ($73,045.76) |
| Remaining |  | 0 |

|  |  |  |
| --- | --- | --- |
| **CM CAPITAL CAMPAIGN ACCOUNT FALL 2024 – SPRING 2025**  **ACTIVITY DESCRIPTION** |  | **CM CAPITAL**  **FUNDS RECEIVED** |
| Projected F2024 – S2025 CM Capital Campaign Funds |  | $100,000.00 |
| Renovation of CM Auditorium |  | ($100,000.00) |
| Remaining |  | 0 |

**FALL 2025 – SPRING 2026 LICENSING BOARD & CAPITAL CAMPAIGN PROJECTED FUNDS & EXPENSES**

This academic year will see the completion of the CM Auditorium and the renovation of the bathrooms & lobby.

|  |  |  |
| --- | --- | --- |
| **LICENSING BOARDS FUNDS FOR FALL 2025 – SPRING 2026**  **ACTIVITY DESCRIPTION** |  | **LICENSING FUNDS RECEIVED** |
| Projected F2025 – S2026 Louisiana Licensing Board Funds 92723 |  | $170,000.00 |
| Administrative Assistant Salary + Benefits + 3 weeks Summer |  | ($45,000.00) |
| Faculty Salary Increase for Public/Private Partnership |  | ($17,288.96) |
| Recruiting at High Schools |  | ($30,000.00) |
| Renovation of CM Auditorium |  | ($77,711.04) |
| Remaining |  | 0 |

|  |  |  |
| --- | --- | --- |
| **CM CAPITAL CAMPAIGN ACCOUNT FALL 2025 – SPRING 2026**  **ACTIVITY DESCRIPTION** |  | **CM CAPITAL**  **FUNDS RECEIVED** |
| Projected F2025 – S2026 CM Capital Campaign Funds |  | $100,000.00 |
| Renovate Bathrooms & Lobby |  | ($100,000.00) |
| Remaining |  | 0 |

**FALL 2026 – SPRING 2027 LICENSING BOARD & CAPITAL CAMPAIGN PROJECTED FUNDS & EXPENSES**

This academic year will see the creation of 3 quiet rooms for students and a school wide technology upgrade.

|  |  |  |
| --- | --- | --- |
| **LICENSING BOARDS FUNDS FOR FALL 2026 – SPRING 2027**  **ACTIVITY DESCRIPTION** |  | **LICENSING FUNDS RECEIVED** |
| Projected F2026 – S2027 Louisiana Licensing Board Funds 92723 |  | $170,000.00 |
| Administrative Assistant Salary + Benefits + 3 weeks Summer |  | ($45,000.00) |
| Faculty Salary Increase for Public/Private Partnership |  | ($7,261.36) |
| Recruiting at High Schools |  | ($30,000.00) |
| Create new Quiet Rooms for Students |  | ($87,738.64) |
| Remaining |  | 0 |

|  |  |  |
| --- | --- | --- |
| **CM CAPITAL CAMPAIGN ACCOUNT FALL 2026 – SPRING 2027**  **ACTIVITY DESCRIPTION** |  | **CM CAPITAL**  **FUNDS RECEIVED** |
| Projected F2026 – S2027 CM Capital Campaign Funds |  | $100,000.00 |
| School of CM Technology Upgrade |  | ($100,000.00) |
| Remaining |  | 0 |

**School of Construction Management Strategic Plan Summary**

This strategic plan focuses on using Licensing Board and the CM Capital Campaign funds – all private funds - to finance the updating of facilities and the new online BS CM completer program over the next six years. Furthermore, if we receive money for the 2-story building with a high bay from the State this will greatly assist the School in providing a world-class program that provides each student with a hands-on education. This vision requires an addition to existing facilities, including a two-story building on the south side of the current structure housing a large practices area with up-to-date equipment, classrooms, computer labs, a soils/materials lab, and an auditorium.

In summary, this strategic plan has prioritized the updating of the facilities and the creation of an online BS CM Completer program for place-bound, non-traditional students who have a technical Associates degree in Building Construction, Architectural Technology, Civil Engineering Technology, or Construction Management, etc. The facilities are prioritized as follows over the next six years:

|  |  |  |  |
| --- | --- | --- | --- |
| **Updating Construction Management Facilities** | | | |
| Priority | Area | Approximate Cost | |
| 1 | Soils Lab | 30,000 | |
| 1 | Practices Lab –Temporary, Secure, Covered | 150,000 | |
| 1 | Finish Open Computer Lab | 25,000 | |
| 2 | Developing an Online program | 350,000 | |
| 3 | Auditorium (renovation) | 250,000 | |
| 4 | Student Lobby | 15,000 | |
| 4 | Bathrooms/Office space | 150,000 | |
| 5 | School wide Technology upgrade | 200,000 | |
|  | Subtotal | $1,120,000 | Private |
|  |  |  | |
|  | 2-Story Building with a High Bay | $4,100,000 | Public |
|  | Total | $5,220,000 | |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Overall Strategic Plan for Continuous Improvement** | | |
| **Year** | **Cost for Year** | **Priority Completed** | **Funding Source** |
|  |  |  |  |
| 1 | $205,000 | Soils Lab | $100,000—Licensing |
|  |  | Practices Lab-Temporary | $105,000—Capital Campaign |
|  |  | Finish Open Computer Lab |  |
|  |  |  |  |
| 2 | $200,000 | Online Program Setup | $100,000—Licensing |
|  |  |  | $100,000—Capital Campaign |
|  |  |  |  |
| 3 | $200,000 | Online Program ($100,000) | $100,000—Licensing |
|  |  | Funding collected for Auditorium ($100,000) | $100,000—Capital Campaign |
|  |  |  |  |
| 4 | $200,000 | Auditorium ($150,000) | $100,000—Licensing |
|  |  | Online Program ($50,000) | $100,000—Capital Campaign |
|  |  |  |  |
| 5 | $165,000 | Bathrooms | $100,000—Licensing |
|  |  | Office space | $ 65,000—Capital Campaign |
|  |  | Student Lobby |  |
|  |  |  |  |
| 6 | $150,000 | Technology upgrade, all computers & equipment as needed | $100,000—Licensing  $50,000—Capital Campaign |

**APPENDIX**

**Template for Course Evaluation**

