

MAJOR FIELDS OF STUDY OF STUDENTS GRADUATED MAY 22, 1977

MAJOR	Men						Women						TOTAL		
	*(1)	(2)	(3)	(4)	(5)	(6)	(1)	(2)	(3)	(4)	(5)	(6)			
Applied Sci & Math	1												1		1
Biology			1										1		1
Bus. & Econ.	6	1	2				2.5	1					9	3.5	12.5
Chemistry	1												1		1
Communications	2.5	5	2				1						9.5	1	10.5
Elementary Ed.	1						6						1	6	7
English							1	.5						1.5	1.5
Fine Arts							1.5							1.5	1.5
Studio Arts	3.5												3.5		3.5
French															
Health Services	27	1	2			1	2						31	2	33
Health & PE	2												2		2
History	5	1											6		6
Legal & Govt Serv.															
Math	1.5												1.5		1.5
Schl of Music	1						2						1	2	3
Music (A & S)	1												1		1
Optometry	4												4		4
Philosophy															
Physical Ed.	3						2						3	2	5
Physics	.5												.5		.5
Polit. Sci.	3												3		3
Psychology	4		2				4	.5					6	4.5	10.5
Religion															
Social & Comm. Serv.	2						3.5	1					2	4.5	6.5
Sociology							1.5							1.5	1.5
Spanish								1						1	1
Speech	2		1				7	1	1				3	9	12
Physical Therapy	5		2				7						7	7	14
Total Bachelors	76	8	12			1	41	2	4.0				97	47	144
MST	8	1	1				5						10	5	15
MAT	3						1						3	1	4
MA			1				1						1	1	2
MAEd							6						0	6	6
Total Masters	11	1	2				13						14	13	27
Doctor of Optometry	57		2			2	6	1					61	7	68

*Definitions: (1) is white, non-hispanic; (2) is black, non-hispanic; (3) is Asian or Pacific Islander; (4) is Hispanic origin, (5) is American Indian or Alaskan native, (6) Foreign Student.

--Continue efforts to improve retention of students. The chief means will continue to be maintaining academic programs of quality; and interested, committed faculty who are available to assist students.

--Consider ways our program can be strengthened to the benefit of the

EDUCATIONAL GOALS

Admissions

- Select students a) who will be able to complete the courses of study; b) who will likely add to the positive reputation of the University; c) who will be able to participate in various University activities.
- Seek to increase the pool of applicants and students admitted.
- Maintain efforts to keep ethnic and social and coed mix of student body.
- Seek to increase members of U.C.C. youth enrolled in Pacific.

Academic

- Devise courses which will enable students to develop (a) self knowledge, (b) self-esteem, (c) skills in communication through appropriate written and spoken languages and mathematical symbols, (d) professional skills for entry into a chosen degree program field.
- Arrange courses of study pertinent to contemporary life and career development while expressing the liberal arts outlook.
- Provide superior academic counseling for students by faculty members to aid students in course selection as well as assist the learning process within each course and program.
- Provide superior instruction for students by faculty members. We will continue to replace less able teachers with more able teachers--people whose commitments are other than teaching with those whose commitment includes excellence in teaching. This will continue to be a primary requirement for initial employment and continuation in the faculty.
- Provide for research opportunities for members of the faculty to continue intellectual growth and satisfaction which are essential ingredients of superior teaching and form the milieu in which a student is excited to learn.

Analysis and Appraisal.

1. We think that our statement of mission is still relevant to our programs.
2. The revision we are developing will more clearly indicate what we mean by the liberal arts and the Congregational heritage, but surely cannot be definitive. It will also state goals and objectives in relationship to each other, thereby offering clearer guidance to our work and decisions.
3. Faculty are hired with the institutional mission and goals in mind. The Personnel Committee and the appropriate Dean function in this manner. The President has talked with new senior administrators about the University's purposes before offering a contract. Junior administrators have the same input from the appropriate senior officer. Written material, such as the "Handbook", is shared in every instance.
4. Purposes are being achieved in at least these ways:
 - First and foremost the faculty are committed to helping students learn. Research and public services are seen as appropriate or necessary in support of the learning-teaching function.
 - Most faculty are seen by students as competent teachers.
 - Personnel policies and practices support good teaching. During the last five or six years poor teachers have found it difficult to achieve tenure and, in some cases, to continue employment. (The Deans and Personnel Committee would respond more thoroughly in conversation to this point.)
 - Our policies and practices recognize intellectual commitment among faculty as essential and among students as a state to be sought--an intellectual commitment that is critical, free and conscious that freedom has serious personal and social impact.

(For example, awareness that our teaching affects the lives of our students as surely as the prescriptions of a physician.)

- Our mission is being fulfilled in that we recognize that the intellectual life is not an ornament to the good life but must serve vocational needs and assist in molding a person's career through its many changes. This understanding shows clearly in the advising that is done by many faculty, the major programs, the internship programs for students and faculty, the specialized programs in optometry, education, speech and hearing, therapeutic recreation (new), physical therapy, and business.
- The campus governance system expresses the purposes of Pacific. The liberal arts and our Congregational heritage seek to express themselves in our open, participatory governing form. In our system staff, students, trustees, administrators, alumni, and faculty participate in the various levels of governance. The general policy-making groups, those dealing with personnel decisions, and those involved in budget making are composed of these campus groups. Students, faculty and alumni are assured positions on the Board of Trustees and have contributed greatly to work of the Board. (See Campus By-Laws).
- In addition, many surveys add to the opportunities for participation in the decision making process.
- The fact that a significant portion of our alumni enter service professions, including government, seems to support the idea that we are achieving a goodly portion of our purposes.
- Those who pursue optometric education rank well on the national boards upon graduation and do well in practice. They also are active leaders at the state and national levels in the profession.

Our student mix clearly indicates achievement of goals. In excess of 20% of the students are non-Caucasian and exceeded 30% in one recent year. The Black Culture Week, sponsored by Concerned Black Students, provides one grand celebration of a minority culture and the Hawaiian Luau provides another.

There is also evidence that we do not succeed as well as we should in fulfilling our purposes:

--For example, our student attrition is below the national average. This suggests that we are not attracting and admitting the proper student body. Or our facilities-teaching-advising-curriculum do not function well. Or we function as a "junior college" or a "starter-college" and when the student has found a direction they go off to pursue it.

--We have not yet achieved certainty in controlling budgetary projections and expenditures. Under our new business officer's direction we think that we have achieved greater accuracy in forecasting as well as control of expenditures. Several expenditure control points are in operation: the officer in the program committing the funds, the unit head (e.g., Dean or Director), the Business Office and for larger amounts the President. With another year's experience we will know what further control is needed.

--Our Trustees continue to respond that they do not know the purposes and programs of Pacific as well as they should.

A current self-survey using AGB materials asked them to judge how well we are doing as Trustees, and administration, as an institution in achieving our goals or serving our mission. "I don't know" or "Am not sure" responses were too common. Since the survey is still incomplete the Executive Committee of the Board of Trustees has not formulated a response to the problem, but probably it will arrange for continuing orientation sessions for the entire Board in which other business will be held to a minimum.

--The quality of faculty advising has been the subject of debate within the College of Arts and Sciences. A committee report offers evidence that our purposes are not as well met in advising as they should be. The committee has offered suggestions for remedying the situation. Corrective action beginning this fall will include a more careful selection of advisers for freshmen and sophomores, some advising training sessions, and an Arts and Sciences faculty day or two of work at some retreat center.

While the financial resources have been adequate to support the educational program, they have not been adequate to build for the future. As a result, the University's facilities are not