

Texas State University
2012-2017 University Goals, Initiatives, and Indicators
2014-2015 University Plan Progress

Goal 1: Promote academic quality by building and supporting a distinguished faculty.

1.1 Increase average full-time faculty salaries at all ranks.

Key Performance Indicators*:

- Median salary levels for each rank including professor, associate professor, assistant professor, and lecturer

• Median salary levels in fall 2014 were: professor - \$93,683; associate professor - \$71,423; assistant professor - \$63,048; and lecturer - \$44,337, compared to fall 2013 salary levels of: professor - \$89,932; associate professor - \$70,080; assistant professor - \$61,431; and lecturer - \$43,838.

1.2 Increase number of full-time faculty as a percent of all faculty FTE.

Key Performance Indicators*:

- Number and percent of full-time faculty including tenured administrators

• The number and percent of full-time faculty in fall 2014 was 1,250 (73 percent) compared to 1,199 (73.2 percent) in fall 2013.

1.3 Provide merit increases and other recognitions based on performance in order to retain highly competent faculty.

Key Performance Indicators*:

- Merit increases awarded/not awarded
- List of new recognitions received

• Merit increases were awarded for a total cost of \$2,759,000 in FY 2015.

• No new recognitions were made.

1.4 Provide a university infrastructure (including equipment and facilities) to support teaching, research, and scholarly and creative activity.

Key Performance Indicators*:

- Number and dollar value of facility upgrades made this year
- Major equipment purchases and acquisitions
- Number of Library expansions

- Number of Technology Resource developments

• Number and dollar value of facility upgrades made this year:

- The vice president for Finance and Support Services (VPFSS) reports that one major infrastructure project was completed and another entered the final phase: Bobcat Trail Utility Upgrade (\$6.3 million) and Electrical Infrastructure Upgrade - final phase (total budgeted \$11.3 million).
- In the College of Applied Arts, the Agriculture Department: covered the costs to include a media cabinet in Agriculture 101 (floral lab), converted a computer lab into classroom space, and were donated a 1986 tractor that will be used for teaching Ag Mechanics courses. Social Work provided furniture and equipment (copier, phones, computers, break room refrigerator and table/chairs, office supplies) for 13 offices, the break room, the conference room, and classroom.
- In the McCoy College of Business Administration, the VPAA provided financial support to create cubicle offices to house several adjunct faculty members. Total cost: \$5,000.
- In the College of Fine Arts and Communication, Theatre renovated THEA 201 with a new projector and screen, 16 new tables and 33 new chairs, new lectern, chalkboard resurfaced to whiteboard, new carpet and paint. In the Theatre Center, Mainstage was renovated with the purchase and installation of an extension of state to fill "pit" area, new Wenger risers, and new chairs (\$96,000). Journalism and Mass Communication had walls repaired and painted in Old Main, new main office furniture and carpet, new furniture in student lounges 102, 2nd floor study area, and 320; Communication Studies made renovations to Abernathy Conference Room (CENT 206) and adjunct faculty office (CENT 300) at a combined cost of \$7,736, carpet was replaced in the Communication Lab and Abernathy Conference Room at a cost of \$5,291.
- The Clinical Laboratory Science Program, in the College of Health Professions, renovated HPB 336 for the conversion of the laboratory equipment room to multi-use space for a computer-based laboratory and lecture room. The provost distributed \$73,500 to the program for critical upgrades in classroom equipment.
- In the College of Liberal Arts, Anthropology renovated three spaces for new faculty offices (\$21,766) and renovated two conference rooms to provide sound proofing (\$24,500). English upgraded two 25-student classrooms in Flowers Hall and upgraded the computer/projector system in Flowers Hall 376, a seminar room, to test as a possible model for other seminar rooms in the building. Geography installed a Smart Classroom in ELA 384 (\$6,786) and installed digital signage outside ELA 139 and outside the third floor elevator (\$5,552). History added new flooring in the basement of Taylor Murphy Hall.

- The Ingram School of Engineering, in the College of Science and Engineering, spent over \$400,000 on equipment/facility acquisitions to support the rollout of the MS Engineering program. The Department of Chemistry and Biochemistry spent \$1.5 million in equipment and facilities upgrades to support, retain and recruit scholarly faculty and promote world-class teaching, as well as \$199,000 to establish a shared Biochemistry facility and \$420,000 in extensive lab and office renovations. Mathematics upgraded their undergraduate tutoring lab to improve instructional assistance (approximate cost \$8,000).
- The Round Rock Campus added a fourth ITV room. A small classroom was converted for this purpose and has been dedicated to be used by the McCoy College MBA program.
- Major equipment purchases and acquisitions:
 - Academic Affairs equipment expenditures in FY 2015 totaled \$4,416,804.63. This figure includes equipment purchased with use of start-up funds provided by the provost as well as one-time funding requests.
 - The associate vice president for Research and Federal Relations (AVPR) supported major equipment purchases through the provision of matching funds. In FY 2015 the AVPR had \$263,314 in available funding and allocated \$131,292 or 50 percent of the total.
 - In the McCoy College of Business Administration, audio-video technology in several classrooms and video-conferencing facilities received an upgrade with new video capturing and streaming equipment to support live video capturing and streaming of lectures to support participation by students at remote locations and distance education, as well as research collaborations. Total cost: \$77,000. The mobile and computer teaching labs were upgraded with 40 new laptops, 112 touch-screen capable computers, and software licenses. These labs are used in various business, computer application development, and data analytics courses for hands-on learning. Total Cost: \$386,000.
 - In the College of Education, Health and Human Performance invested \$33,000 in AT instructional lab equipment and \$46,000 for ESS instruction/research. Counseling, Leadership, Adult Education, and School Psychology (CLAS) provided instructional software on their lab and faculty computers for doctoral level research instruction (\$5,000).
 - In the College of Fine Arts and Communication, Art and Design spent \$52,939 on furniture, capital equipment, and computer equipment; in addition, the education studio and computer lab replaced 18 obsolete computer stations (\$23,652) and provided two additional computers (\$2,628). Theatre purchased metal lockers for PERF 411 (\$960) and a steamer for the Wardrobe Room (\$300). Music purchased musical instruments (\$136,439). Communication Studies purchased 49 new computers for the adjunct faculty office, teaching assistant offices and

- the communication lab at a cost of \$51,092, purchased new furniture in the Abernathy Conference room (\$10,826), and purchased BioPac Integrated System (\$10,140).
- In the College of Health Professions, the St. David's School of Nursing expended \$193,000 for upgrades to the infrastructure and equipment in the simulation laboratories to support teaching. Most of the money (\$174,000) for the upgrades came from external grants received. Radiation Therapy was awarded the Professional Research Grant Award from the American Society of Radiologic Technologists Education and Research Foundation. The project, with a budget of \$9,900, has produced a basic working product to simulate higher technological learning in radiation therapy. In addition, \$90,000 was provided by the provost to implement a virtual educational learning program for Respiratory Therapy.
 - In the College of Liberal Arts, Modern Languages upgraded the equipment in Centennial Hall 221, while Political Science purchased 20 Mac 27" widescreens (\$46,520) and advanced software, printing costs (\$14,084). Psychology purchased a Tobii TX 300 Eyetracker (\$35,910), Tobii Studio Professional software (\$8,010), and EEG equipment. including caps, electrodes, connectors, sensors, and software (\$32,623).
 - The College of Science and Engineering had several major equipment purchases. Ingram School of Engineering spent over \$100,000 on new and upgraded computing infrastructure for School of Engineering labs. Computer Science purchased many servers and computers, server racks, and UPS units for teaching and research (worth about \$150,000). The ARSC expanded its equipment through the support of faculty startup funds, grants, and other university resources including acquisition of a surface profilometer, X-ray diffractometer, ellipsometer, and a scanning electron microscope (total cost: \$671,322). Improvements were also made to the cleanroom, including new photomask and chemical vapor deposition furnace equipment, as well as facilities improvements totaling over \$13,000. The Advanced Polymer Laboratory purchased over \$7,000 in new equipment. The Department of Biology spent \$95,000 on a fume hood for FAB 220, \$136,910.14 for fume hoods for FAB 260, \$208,000 on equipment for second genetics lab in the Supple Building, and \$25,000 on equipment for a third functional biology lab. The Department of Chemistry and Biochemistry spent \$400,000 for a new Nuclear Magnetic Resonance Spectrometer and \$480,000 in new laboratory equipment to support a joint research/teaching mission for \$199,000. The Department of Engineering Technology replaced aging electronics instrumentation with the latest in solid-state instruments in their electronics lab for a total purchase price of \$85,000. This purchase was made with assistance provided by the provost's office. A number of new equipment purchases were made for the foundry and cast metals lab. These include a 300 lb. capacity hydraulic tilt furnace for \$5,900; a 16-inch diameter salt pot furnace for

\$24,000; a 1,200 degree C heat treatment box furnace for \$6,100; a rolling mill for \$57,000; and a pendulum-type Charpy impact testing machine for \$12,000. These items were all purchased using a combination of external grant funds, industry donations, and Dr. Bartlett's start-up fund.

- **Number of Library expansions: 11**

- **Wittliff Collections Expansion - enclosed space on 7th floor of Alkek Library to house recent acquisition - Marc Simmons Collection.**
- **Audio-visual digitization room (150 sq. feet) constructed.**
- **ITS Computer Lab Office (4th floor Alkek Library) renovated to include private offices and ADA equipment/service spaced.**
- **Alkek 203 - office for Library IT Support Team behind the Circulation Desk.**
- **Coffee/snack bar on main floor of Alkek Library.**
- **Alkek Library Infrastructure Upgrade (planning) - PBK selected as architectural firm and Vaughn selected as construction firm. Planning infrastructure system upgrades including electrical, telecommunications, HVAC, building envelop, etc. Plan approved at May 2015 Board of Regents meeting.**
- **Collections Repository - Programming completed for off-site, high density library storage facility located at STAR Park. Harrison Kornberg Architectural firm.**
- **RIO Suite - Programming and design work to construct an office suite for research librarians on the 3rd floor of the Alkek Library.**
- **Graduate Commons - programming and design work to construct a Graduate Student Commons on the 6th floor of the Alkek Library.**
- **The Department of Health Information Management, in the College of Health Professions, received new library funds which totaled \$10,679. The breakdown of purchases included \$4,787 for books, \$635 for periodicals, and \$5,256 for Eresources.**
- **In the College of Science and Engineering, the Department of Mathematics spent \$158,865 on its journal collection, including valuable on-line access to journals where available. A total of \$77,538 was spent in MSEC for related library materials.**

- **Number of Technology Resource developments: Nine**

- **Information Technology (IT) upgraded the hardware and storage for the university's virtual server environment that runs many of the major systems on campus.**
- **IT upgraded Core Network Switches - provide MPLS support for advanced network services and increase building uplinks to 10 Gbps.**
- **IT upgraded WiFi Controllers - improve availability with redundant**

- design and increase campus WiFi capacity.
- IT upgraded MCS Network - 10 Gigabit backbone, PoE and UPS power, enhanced reliability.
- IT implemented NSF Grant Project - \$500,000 investment in Research DMZ and statewide network infrastructure will enable high bandwidth access to research data.
- IT Campus Fiber Backbone improvements - expanded fiber backbone on campus provide redundant uplinks to each building and increased network capacity.
- IT Alkek Library Infrastructure Project - includes the construction of brand new network and communications facilities on each floor of the Alkek Library to support the transition to a Learning Commons.
- In the College of Fine Arts and Communication, Support Art Education teaching preparation for students utilizing curriculum driven mobile technologies now coming into use in the public school classrooms. Due to this emerging technology, it is important to provide training to our graduates to prepare for their future challenges in the classroom. As a result of this mobile technology project, Art Education students are equipped with 24 mini iPads and one USB sync and charge mobile cart (\$11,245).
- The Department of Mathematics, in the College of Science and Engineering, spent approximately \$9,400 on software needs for teaching and scholarly activity.

1.5 Offer academic programs that are nationally and internationally competitive.

Key Performance Indicators*:

- List of current national/international program recognitions
- List of current national/international student awards and recognitions
- Number of academic programs accredited or reaccredited

- **List of current national/international program recognitions:**
 - In the College of Applied Arts, Fashion Merchandising was recognized as a top recruiting destination in the Southwest for Kohls, Ross, TJX, and Academy. Additionally, the Master of Social Work online program is ranked 5th nationally.
 - The College of Fine Arts and Communication reports that Theatre ranked No. 9 in the nation (out of 1,348 performing arts programs) by Best-Art-Colleges.com; the Musical Theatre program ranked No. 7 in the country by College Magazine; and the Dance program ranked in the top 25 in the country by Dance Colleges.com.
 - College of Health Professions' Dr. Rodney E. Rohde was named the 2015 Cardinal Healthcare #urEssential Awardee. This single national

- honor provided \$20,000 dollars to the CLS program for an endowed scholarship in Dr. Rohde's name for CLS majors. Dr. Ronnie Lozano and Ms. Dora Lopez, RTT faculty member, received the National Marrow Donor Program/Be The Match Volunteerism Award, recognizing The Kathy Soliz Texas State Radiation Therapy Marrow Outreach Program for the program's outreach achievements.
- Within the College of Liberal Arts, the English Master of Fine Arts program retains standing among top creative writing programs in the nation and received funding to support nationally significant fiction prizes.
 - In the College of Science and Engineering, Texas State was named an Excellent University for the fifth consecutive year by the American Concrete Institute.
- List of current national/international student awards and recognitions:
- In the McCoy College of Business Administration, members of accounting organization, Beta Alpha Psi, developed a financial literacy seminar for Texas State freshmen. The program was presented at the Best Practices competition during the regional conference in Dallas, as well as at the International Beta Alpha Psi conference in Milwaukee, Wisconsin. The team took first place at both conferences. In addition, the Texas State University Enactus/SIFE (Students in Free Enterprise) team won the U.S.A. National Championship for 2014. The team advanced to compete internationally at the 2014 Enactus World Cup in Beijing, China, in October 2014.
 - In the College of Education, HHP had one graduate student, Mary Ballengee, receive the Professional Association of Therapeutic Horsemanship International Equine Services Award for Heroes Equestrian Award for outstanding therapeutic equestrian services. CLAS had two students appointed as national Barbara Jackson Scholars in Educational Leadership; one student appointed to the Clark National Seminar in Graduate Student Research; and one student appointed as national Pajak Scholar in Educational Supervision.
 - The College of Fine Arts and Communication reports that Communication Design student, Chelsea Ceasor, was selected to participate in American Advertising Federation's 2016 Most Promising Multicultural Students Program; Art Education spring 2012 graduate, Mollie Ryan, was named one of Navarro ISD's four teachers of the year. Gloria Ayala (spring 2013) was named "Teacher of Promise" at Blanton Elementary in AISD; Communication Design student, Chelsea Ceasor, made it into the Poster4Tomorrow catalogue and gallery show in Paris, for the Work Right campaign. The following Communication Design students had their work accepted into the HOW International Design Awards & Competition. This is a very competitive publication and there were only 10 student projects accepted into the annual: TEXAS

JUNKFEST INTEGRATED MEDIA CAMPAIGN (Students: Stevie Johnston, Raven Sanders, Justin Hernandez, Zoha Shafiq) and **BENTLEY BISCUITS & BONES LOGO** (Student: Katrina Barber). Thirteen Texas State student works from Texas State were accepted into the Graphis New Talent Annual 2015 representing the work of 22 students. This is a jurored, international anthology on design. In addition to winning the "Best of Advertising Student," we also won "Best of Show Student" for the Texas Junkfest:

- **AUSTIN ADDYS**

BEST OF ADVERTISING: Texas Junkfest Campaign: Justin Hernandez, Stevie Johnston, Raven Sanders, Zoha Shafiq (Sterling)

GOLD CONSUMER/TRADE: Texas Junkfest Campaign: Justin Hernandez, Stevie Johnston, Raven Sanders, Zoha Shafiq (Sterling)

GOLD CAMPAIGN: Texas Junkfest Campaign: Justin Hernandez, Stevie Johnston, Raven Sanders, Zoha Shafiq (Sterling)

SILVER CONSUMER: Good Guide Campaign: Stevie Johnston, Raven Sanders, Zoha Shafiq (Sterling)

BRONZE LOGO: Rebecca Cierci: Cochon Burger Logo (Meek)

BRONZE CONSUMER: Johnathan Simmons Unlabeled Festival/Art Direction Copywriting (Beane)

BRONZE DIGITAL ADVERTISING: Bath Junkie Web: Erin O'Quinn (Fantauzza)

BRONZE POSTER CAMPAIGN: Bluebell, Collin Vaughn (Cleveland/Meek)

BRONZE PACKAGING: Bite Whiskey Balls, Emily Gore (Sterling)

- **SAN ANTONIO ADDYS**

SPECIAL JUDGES AWARD: Resolve Monsters, Courtney Horrigan (Meek)

GOLD: Resolve Monsters, Courtney Horrigan (Meek)

SILVER: Label Me Beautiful, Magen Bork, Courtney Horrigan, Andrea Johnson (Meek)

BRONZE: Logo, Salina Hu (Meek)

The Theatre program had four students advance as Kennedy Center American College Theatre Festival National Finalists, and for the fourth year in a row, a theatre playwriting student won the Ken Ludwig Award for Best Body of Work. In the School of Music, Jazz alumnus Kyle Johnson won the third trombone position with the United States Army Jazz Ambassadors, the premiere jazz ensemble of that service. The Texas State University Trombone Choir recently performed at the American Trombone Workshop in Washington DC. The ensemble was one of five collegiate trombone choirs invited to perform at this year's festival, hosted by the United States Army Band Pershing's Own. Mariachi Nueva Generacion won First Place at the 20th Annual Mariachi Vargas Extravaganza. This is their seventh first place victory in nine years. Chosen from music schools and conservatories across the country and around the world, the following students excelled at Amalfi

Music Festival in Italy, Opera of the Ozarks, Chicago Summer Opera, and the Castleton Festival, among others: Andrea Hansen– Chicago Summer Opera and Spotlight on Opera; Jessica Blau– Castleton Festival; Spencer Reichman– Cincinnati Conservatory Summer Series and Opera on the Ozarks; Elizabeth DiFronzo– Miami Summer Music Festival; Johnathan Salinas– Amalfi Music Festival; Jenny Dryer– Russian Opera Workshop and Emerald City Opera; Albert Garcia– Spotlight on Opera; Lisa Decker– Miami Summer Music Festival; Brittany Michaelson– Spotlight on Opera; Poornima Ravi– Land of Enchantment Opera; Jasmine Hagaghatian– Spotlight on Opera; Jordan Van De Vere– Amalfi Music Festival; Erin English– Land of Enchantment Opera; and Madison Christ- Crittenden Opera Studio. In Communication Studies, the Texas State Forensics team won the state TIFA championship.

- **Within the College of Liberal Arts, the Political Science Model Organization of American States (MOAS) program students participated in the Eugene Scassa MOAS national competition and garnered 13 distinguished awards in this competition.**
- **In the College of Science and Engineering, Mathematics graduate student Brittany Webre, together with graduate student Shawnda Smith, as part of the Dynamic Geometry in Classrooms project won the Public Choice Award of the NSF 2015 Teaching and Learning Video Showcase. A team of four Mathworks students competed in the Primary Math World Contest held in Hong Kong and won Overall Champions and the Po Leung Kuk Cup (top non-Asian team). In addition, four Mathwork student teams were semifinalists in the national Siemens Competition and two teams were regional finalists.**
- **Number of academic programs accredited or reaccredited: Ten accrediting agencies accredited 15 academic programs; additionally, one accrediting agency accredited a support service program.**
- **In the College of Applied Arts, ID and NUTR achieved accreditation for the maximum period.**
- **In the McCoy College, the Master of Science in Human Resource Management (MSHRM) and MBA with Human Resource Management emphasis were both approved for renewal of alignment with the Society for Human Resource Management (SHRM)'s HR Curriculum Guidebook an Templates for 2016-2020.**
- **In the College of Fine Arts and Communication, the School of Journalism and Mass Communication was reaccredited by the Accrediting Council for Education in Journalism and Mass Communication.**
- **The Department of Chemistry and Biochemistry, in the College of Science and Engineering, received American Chemical Society accreditation. The Concrete Industry Management program was**

accredited by the National Steering Committee for CIM.

- 1.6 Strengthen research and scholarly/creative activity efforts through achieving increases in sponsored program expenditures including collaboration across disciplines.

Key Performance Indicators*:

- Current sponsored program expenditure dollars
- List of new cross-discipline collaborative sponsored programs

- **Current sponsored program expenditure dollars: FY 2015 institutional sponsored programs expenditures from external funding agencies were \$39 million. The FY 2015 expenditures represented a 22 percent increase over FY 2014.**
 - The College of Applied Arts had \$9,057,473 in research and grant expenditures: Agriculture was awarded \$986,460 in grants; Criminal Justice was awarded \$8,151,649.
 - McCoy College spent a total of \$465,731 on research-related expenses in AY 2014-2015. The Department of Accounting spent \$57,385.48; the Department of Computer Information Systems and Quantitative Methods (CIS & QM), \$25,639.79; the Department of Finance and Economics, \$55,864.96; the Department of Management, \$31,000; the Department of Marketing, \$51,719.89; and the Dean's Office, \$243,761.02, mainly through distribution of funds for endowed positions and from the McCoy Faculty Development endowment.
 - In the College of Fine Arts and Communication, Dr. Villagan, in Communication Studies, was awarded a new federal grant (\$189,900), Dr. Mandziuk was awarded an REP grant (\$8,000), and Dr. Villagran was awarded an REP grant (\$5,000).
 - Within the College of Science and Engineering, the faculty of the School of Engineering produced over \$1.25 million in research expenditures. For MSEC, total sponsored program expenditures were \$1,291,480; while the Department of Biology had \$2,993,230, and the faculty in Engineering Technology had \$1.03 million.
 - List of new cross-discipline collaborative sponsored programs: Institutionally, in FY 2015 there were nine funded collaborative cross-discipline projects with \$609,847 in expenditures.
 - In the College of Applied Arts, the OWLS program has one faculty member who is a Co-PI in a USDA grant with Agriculture.
 - In the McCoy College, Drs. Tahir Ekin, Li Feng, and R. Musal received an NSF grant in the amount of \$499,896 for "Enabling and Improving Data-Driven Research at Texas State University." Dr. Chen, Computer Science faculty member, is the Principle Investigator on this federal grant.

- In the College of Liberal Arts, a new project was established called "Operation ID" in which Anthropology faculty collaborate with faculty in Geography to map locations of migrant deaths in South Texas. Geography established the Holocaust Geographies Collaborative (Geography, History, Art History, and Genocide Studies), a network involving researchers at universities and centers in the U.S. and abroad. In addition, Geography was also involved with the Landscape Land Use Change Institute, a network involving researchers in several disciplines at universities and centers in the U.S. and abroad, as well as the Land Change and Ecosystem Science initiative at Texas State involving Biology, Geography, and Education. Philosophy was involved with Using Big Data to Improve Public Service Delivery in the City of Austin, with Geography, English, Computer Science, Industrial Engineering and Technology Management at UT-Tyler. In addition, Philosophy worked with "Creating an Ethical Culture of STEM" with Engineering and Technology Management at UT-Tyler. Philosophy was also involved with several other collaborative initiatives on campus including: Animal Ethics with History; Ethics in Public Administration with Political Science; Ethics, Communication, and Public Policy in Emerging Technologies with Political Science; Virtual Reality in Firefighter Training in Austin and San Marcos with Geography, English, Computer Science, Industrial Engineering, Communication Studies, and Art & Design; and Religious Studies at Public Universities with Modern Languages, History, and Anthropology.
- Cross-discipline collaboration in the College of Science and Engineering included: faculty members in the Department of Mathematics were involved in three major cross-discipline funded grants, NSF STEM Rising Stars (\$1,500,000), NASA STEM Educator Professional Development Collaborative (\$14,998,963), and NASA Future Aerospace-engineers and Mathematicians Academy (FAMA) (\$412,000).

1.7 Provide start-up funds in order to attract and retain distinguished faculty to conduct research and attract external grants.

Key Performance Indicators*:

- Academic start-up dollars awarded (division and college)
- Library start-up funds awarded

- **Academic start-up dollars awarded:** The provost distributed a total of \$2,530,041.46 in start-up funding in FY 2015. In the College of Applied Arts, a new assistant professor in Agriculture was provided \$187,968.55 to set up a new molecular biology lab. The funds will go toward purchase of a thermalcycler (DNA machine), fridges and freezers for reagent & sample storage, a centrifuge for sample processing, consumables, and a spectrophotometer for sample analysis. Additionally, one-time funding

was also provided to another assistant professor for virtual welding equipment, \$14,392. Dr. Miriam Sobre-Denton, in the College of Fine Arts and Communication, was awarded start-up funds in the amount of \$8,779 for an international communication research lab which includes IMac computer for the Communication Lab and Dell Optiflex computers for the Communication Lab. MSEC, in the College of Science and Engineering, committed \$65,920 in additional doctoral assistant support for the start-up packages of Dr. Alex Zakhidov (Physics) and Dr. Christopher Rhodes (Chemistry and Biochemistry).

- **Library start-up funds awarded:** New academic program library start-up funds for collection development - \$115,700 (\$25,700 BSN; \$15,000 EdD & PhD, Developmental Education; \$75,000 PhD, Material Science, Engineering and Commercialization). New faculty start-up funds for library materials - \$11,752 awarded to 16 faculty members.

1.8 Support faculty efforts in international research.

Key Performance Indicators*:

- List of new international research efforts and scholarly/creative activities
- International travel funds provided (division and college)
- Number of Fulbright Research Scholars and other international fellowships
- Number of visiting scholars supported
- List of new technology support activities for international research

• List of new international research efforts and scholarly/creative activities:

- **International Research agreements in FY 2014-2015:** grant agreement--HRJ Consulting--Canada; material transfer agreement--University of Glasgow-Scotland, UK; NEC-NDA and MOU--Japan; UIPA--Korea Advanced NanoFab Center (KNAC)--Korea; NDA-Nano-H-France 2D Carbon-Contract amendment--China; contract-Evonik--Germany; visiting scientist agreement (outgoing)-CSIRO--Australia; Grant Agreement-Partnership for the Americas--Spain and Chile; outgoing sub-award-Universidad Autónoma de Nuevo León, David Lazcano--Mexico; NDA-Universite Libre de Bruxelles,CERBM GIE,--France and Belgium; and collaborative biological research agreement with HEC--Pakistan
- The office of Academic Development and Assessment offered a faculty learning community (FLC) to 24 professors across campus. Faculty in the FLC studied ways to globalize their teaching and scholarly-creative activities. To document their learning, each faculty member developed a project that enhanced their teaching and/or scholarly-creative activities.
- In the College of Applied Arts, Criminal Justice faculty engaged in presenting research at international conferences and invited talks (Australia, Spain, New Zealand, India, Netherlands), publishing in

international journals and books (Canadian, British, Spanish, Colombian), collaborating with international scholars (Australian, British, Canadian, Italian, South African), conducting research at international sites (Canada, United Kingdom, Mediterranean, Turkey, Spain, Germany, South Africa, Thailand), and have been recipients of international awards and honors and have been the subject of international media coverage. Occupational, Workforce and Leadership Studies faculty have been engaged in presenting research at international conferences and invited talks (Italy and Philippines), publishing in international journals and serving as editors on international journals. In Social Work, Dr. Ausbrooks presented at a conference in London; Dr. Pulliam traveled to Ghana to set up her Study Abroad course and research project; Dr. Hawkins presented in Japan and Dr. Norton presented at a conference in Austria. Dr. Garcia completed his research project in Puerto Rico. Dr. Noble presented at a conference in Germany after an ASWB meeting in Amsterdam. Dr. Hawkins and Dr. Knox had two journal articles published in International Social Work on our Russian Initiative and Human Rights Framework.

- In McCoy College, Dr. Li Feng, Brandon Dee Roberts Excellence Professor and Associate Professor of Economics, sponsored and hosted Dr. Yunwei Gai, Associate Professor of Economics at Babson College, from December 2014 to February 2015 to develop joint research in applied econometrics and health economics as well as application of healthcare econometrics models in entrepreneurial activities, international trade, and financial markets. Dr. Diego Vacaflares, Associate Professor of Economics, traveled across Latin America to research the impact of foreign direct investment on the region and how the remittances that workers living abroad send back to their families affect the local economies. Dr. Vacaflares also organized a research conference entitled “Economic Issues in Latin America” in Tarija, Bolivia, bringing together academics from universities across the region with colleagues from the U.S. Dr. Ray Fisk, Chair of Marketing, was a keynote speaker at a number of international academic conferences in the UK and Japan during the year. Primary focus was on Services Design and Transformative Services Research. Additionally, Dr. Fisk presented six papers at the 2014 American Marketing Association Services Marketing Special Interest Group Research Conference in Thessaloniki, Greece.
- The College of Education was involved in several international activities. In Curriculum & Instruction, Steven Aragon presented at the APA convention in Canada; Lori Assaf was involved in study abroad research in Guatemala and research in Chile; Beth Bos presented at the CNIE-RCIE & CAUCE Conference in Canada; Amanda Boutot presented at the International Assoc. Special Ed in Poland; Ellen Duchaine presented at WERA in Hungary and LDW in Italy; Jesse Gainer presented at the SW Council of Latin American Studies in Costa Rica;

Mary Esther Huerta presented at the SW Council of Latin American Studies in Costa Rica; Gloria Johanassen presented at the Association for Creative Teaching in Vienna; Russell Lang presented at the European Association for Behavior Analysis in Sweden; Kathryn Lee presented at CNE in Canada; Minda Lopez conducted study abroad research in Guatemala and presented at the Athens Institute for Education in Greece and the Teacher's tour in the Dominican Republic; Gene Martin presented at the World Engineering Forum in Dubai UAE and the Pupils Attitudes toward technology conference in France; Araceli Ortiz conducted study abroad research in Guatemala and attended IEEE Educon Engineering in Estonia; and Charise Pimentel presented at the SW Council of Latin American Studies in Costa Rica. In CLAS, the department hosted four Chilean academics to establish a doctoral program partnership (including the former Minister of Culture & Arts); sent five Texas State faculty and two doctoral students to Chile to continue development of the doctoral program partnership; Dr. Joellen Coryell was appointed an International Visiting Scholar in Italy; Dr. Linda Homeyer taught courses in India and Malaysia; hosted two International Visiting Scholars (Portugal and Italy); offered study and/or research abroad experiences in Counseling to the United Kingdom, Student Affairs to Spain, PhD-School Improvement & APCE to Chile, Mexico; Dr. Sarah Nelson Baray presented keynote address at the British Educational Leadership & Management Conference (BELMAS).

- In the College of Fine Arts and Communication, Maia Wright designed an interactive museum exhibit that was on display at the University of Montreal in their interdisciplinary art and science research center, Le Carrefour des arts et des sciences, September 4–November 14, 2014; one of Maia Wright's book designs was selected for the juried 8th International Festival of Illustrated Books in Barcelona, November 10-15, 2014; a collection of Nicole DesChamps-Benke's new work was exhibited in the group exhibition HIROKO SATO-PIJANOWSKI & Selected Scholars at the Gallery Okariya Ginza, Tokyo, Japan. While in Japan, Nicole gave a presentation highlighting her current research and work, *Origins & Outcomes*, at Tokyo National University of Fine Arts & Music and Shimin Sangyokaikan, Kawaguchi, Saitama Prefecture; in Dance, Kaysie Seitz Brown and Michelle Nance presented "Integrating the Performing Arts into the Public School System" at the Athens Institute for Education and Research in Greece; Ana Baer presented video work at the Sans Souci Festival of Dance in the UK. She also presented papers in Costa Rica and the University of Edinburgh. Two faculty members and a student in the School of Journalism and Mass Communication served on a panel at the Design on E-Learning conference in London; SJMC faculty and students participated in the 2015 Global News Relay with 10 other universities across the world. The 12-hour live news operation was hosted by The University of Salford, England.

- In the College of Health Professions, Dr. Ram Shanmugam, Health Administration professor, presented at the International Conference on Recent Innovation in Engineering & Technology in Chinnasalem, India. Dr. Gregg Marshall, chair of Respiratory Care, along with Metsis, V., Schizas, I., presented at the 8th ACM International Conference in Pervasive Technologies Related to Assistive Environments - PETRA 2015, Confu, Greece on the topic of Real-Time Subspace Denoising of Polysomnographic Data.
- In the College of Liberal Arts, a faculty member in History, with two colleagues from the University of London, founded the Trafficking and Migration Consortium and hosted the first conference of the TMC in London. A Philosophy faculty member was a visiting scholar at Beijing Normal University, while Political Science worked with Leiden University in the Netherlands to develop a Certified Public Manager (CPM) program for Europe. In Sociology, a faculty member funded by a Fulbright grant, traveled to the University of Uppsala (Sweden) to perform work on a comparative study of popular music experiences and aging.
- International travel funds provided (division and college):
 - In the College of Education, HHP provided additional funding of \$1,500 for international travel for presentations by Dr. Knudson and Dr. Zimmermann.
 - The School of Music, in the College of Fine Arts and Communication, funded travel reimbursements for 28 international trips by music faculty for professional activities (totaling \$26,900). Communication Studies faculty were funded for international travel in the amount of \$10,048 to present research at the International Communication Association conference in Puerto Rico and the Academy of Management Conference in Vancouver, Canada.
 - In the College of Liberal Arts, the Center for International Studies funded research travel for a faculty member to study species conservation in Cambodia.
- Number of incoming Fulbright Research Scholars supported in FY 2015 is two.
- Number of visiting scholars (J-1) supported in FY 2015 is 58.

1.9 Pursue National Research University Fund (NRUF) eligibility.

Key Performance Indicators*:

- NRUF Eligibility
 - Total restricted research expenditures
 - Total endowment funds

- Number of doctor of philosophy (PhD) degrees awarded
- Percentage of first-time entering freshmen in the top 25% of their high school class
- Average SAT and ACT scores of first-time entering freshmen
- Status as a member of the Association of Research Libraries, having a Phi Beta Kappa chapter, and Phi Kappa Phi chapter
- Number of tenured/tenure-track faculty who have achieved national or international distinction through recognition as a member of one of the national academies, are Nobel Prize recipients, and have received other faculty awards as designated in the NRUF eligibility criteria.
- Number of graduate level programs and graduation rates for master's and doctoral programs

- **Total restricted research expenditures were \$27,244,557 (30 percent increase over FY 2014).**
- **Total endowment funds were \$136 million (fair market value of \$156,708,383).**
- **The total number of Ph.D. degrees awarded was 52 in FY 2015.**
- **The percentage of first-time entering freshmen in the top 25 percent of their high school class was 44.7 percent in fall 2014.**
- **The average SAT and ACT scores of first-time entering freshmen were SAT-1029 and ACT-23 in fall 2014.**
- **Status as a member of the Association of Research Libraries, having a Phi Beta Kappa chapter, and Phi Kappa Phi chapter: has been met.**
- **No tenured/tenure-track faculty have achieved national or international distinction through recognition as a member of one of the national academies, are Nobel Prize recipients, and have received other faculty awards as designated in the NRUF eligibility criteria.**
- **Number of graduate level programs (100) and graduation rates for master's (73.5 percent) and doctoral programs (54.8 percent) in fall 2014.**

1.10 Increase Texas Research Incentive Program (TRIP) awards.

Key Performance Indicators*:

- Number and total dollar amounts of TRIP-eligible submissions/awards
- Total dollar amount of matching funds received from TRIP for the year

- **Number and total dollar amounts of TRIP-eligible submissions/awards: 25 TRIP-eligible submissions, totaling \$11,695,147.**
 - In the College of Applied Arts, Family and Consumer Sciences received its first TRIP-eligible gift in 2015 from Luxton family.
 - In McCoy College, approximately \$134,000 was received in TRIP-matching funds from the Tom and Jo Roddy Professorship.
 - The School of Journalism and Mass Communication, in the College of Fine Arts and Communication, was awarded a \$448,000 contract from the Texas Department of Aging and Disability Services.
 - In the College of Health Professions, the School of Health Administration received \$129,000 from the Williamson Fund, eligible for 50 percent TRIP match.
 - Within the College of Liberal Arts, Anthropology received a Gault School of Archaeology donation of \$210,000 to the Prehistory Research Project and submitted a Gault School of Archaeology donation of \$380,000 to the project. English submitted a gift of \$660,000 from the estate of L.D. Clark.
- **Total dollar amount of matching funds received from TRIP for the year: \$225,848. This amount was not an increase over the previous year because the matching requests are funded in chronological order until available funds are depleted.**

Goal 2: Provide opportunities for a public university education and contribute to economic and cultural development.

2.1 Move forward on the goals of participation, success, and excellence.

Key Performance Indicators*:

- Freshman class size compared to prior year and percent change
 - Overall enrollment compared to prior year and percent change
 - Overall African American and Hispanic enrollments compared to enrollments of previous year
 - Rate of participation (applications for admission) and success (freshman to sophomore retention rate and graduation rates)
- **Freshman class size was 5,558 in fall 2014 compared to 5,364 in fall 2013 for a +.965 percent increase.**
 - **Overall enrollment was 36,739 for fall 2014 compared to 35,546 in fall 2013 for an overall +1.033 percent increase.**
 - **Overall African American enrollment was 3,372 in fall 2014, compared to 2,818 in fall 2013; and Hispanic enrollment was 11,606 in fall 2014,**

compared to 10,678 in fall 2013.

- Rate of participation in fall 2014 included 18,776 applications for admission, with 5,558 actually enrolled; with the freshman-to-sophomore retention rate of 76 percent and graduation rate of 55.1 percent for fall 2014.

2.2 Continue engagement in the economic development of the region.

Key Performance Indicators*:

- List of current economic collaborations with external constituents
- Number of clients in STAR Park
- Number of clients, job creation and retention, business starts and expansions, and cultural infusion in Small Business and Development Center (SBDC)
- Number of clients in the Office of Commercialization and Industry Relations (OCIR)

• List of current economic collaborations with external constituents:

- Institutionally, there were three collaborations with Greater San Marcos Partnership, Austin Chamber of Commerce, and Texas Research Foundation (San Antonio).
- In the College of Applied Arts, the Department of Agriculture hosted a “Small Agriculture Stakeholder” meeting to assess the needs of small farmers in order to develop outcome-based collaborative research, education, and outreach programs targeted to this sector of agriculture. This half-day meeting was attended by 37 participants including farmers and ranchers; USDA, Texas Department of Agriculture and City of Austin officials; community organization members; and Austin Community College, Sam Houston State University and University of Texas-Rio Grande Valley faculty and staff. Faculty in OWLS have been involved in the economic development of the region by developing partnerships with the Austin Business Chamber, TECH HIRE initiatives, Capital Workforce Solutions, and City of San Marcos Mayor’s office. Social Work had 325 students in the field in 2015 academic year for over 50,000 (BSW) and 100,000 (MSW) hours of internship service to community agencies.
- In the McCoy College, the annual Economic Outlook Luncheon was held on May 21, 2015. Dr. Ray Perryman delivered an address on economic development in the region, state, and country. Approximately 500 people attended the event. The event was co-sponsored by the Greater San Marcos Partnership and the McCoy College of Business Administration. The Center for Entrepreneurial Action (CEA) hosted two 3-Day Startup (3DS) programs during the year. For the fall 2014 3DS, 60 out of 105 student applicants and two computer science faculty

members attended the program while 65 aspiring student entrepreneurs out of 87 applicants participated in the spring program. Twenty fields of study ranging from Business and Child Development to Electrical Engineering and Applied Sciences were represented. The first Annual Matt and Jodi Edgar Texas State Undergraduate Business Plan Competition to promote entrepreneurship and small business success was held in spring 2015. The Texas State University Small Business Development Center (SBDC) served 629 clients; provided 5,412 hours of client assistance; and conducted 59 professional business seminars, workshops, and conferences. It helped create 515 jobs and save 513 jobs through the creation of 52 businesses and expansion of another 63. The center provided training for more than 1,600 participants and facilitated more than \$74.6 million of capital infusion to qualified businesses.

- In the College of Education, Curriculum & Instruction collaborated on: the Common Experience theme, Bridged Through Stories: Shared Heritage of the United States and Mexico: An Homage to Tomas Rivera with E3 Alliance English Language Learner Collaborative; H-E-B READ3 Early Literacy Program with the San Marcos CISD; the Tomas Rivera Mexican-American Book Award with Texas Book Festival, local school districts, and Centro Cultural Hispano de San Marcos, Texas AFT, Indigenous Cultures Institute; and Little Engineers and MakeLab workshops held for community members at Cento Cultural Hispano de San Marcos.
- Dr. Omar Lopez from the OWLS program represented the Round Rock Campus (RRC) and the university in the Leadership Round Rock program of the Round Rock Chamber of Commerce. He has been asked to continue to serve on Chamber committees because of his expertise in workforce development and adult learners.
- In the College of Fine Arts and Communication, SJMC advertising faculty and students collaborated with HP and Wells Fargo on marketing projects.
- In the College of Liberal Arts, Anthropology increased the number of cultural resource management contracts with the City of San Marcos. In English, the Clark Endowment supported a writer-in-residence at the Clark House in Smithville. Writer-in-residence preserves contacts with the community and offers local readings. Geography continued development of Texas Atlas projects. History hosted Presencias Urgentes: Latino Communities and the 25th anniversary of the ADA which brought together artists, civil rights organizations, and faculty across Texas and the United States. In Political Science, the Center for Research, Public Policy and Training (CRPPT) co-sponsored the Hogwild Legal Forum with the law firm of Denton Navarro Rocha Bernal Hyde and Zeck. CRPPT also enhanced international visibility through conducting the inaugural International Sustainable Transportation Engagement Program in the Netherlands and Romania. The Center for

International Studies hosted a welcome social for Dr. Manuel Gonzales Oropeza, Justice of The Supreme Court for Elections in Mexico. Invitees were community business representatives and faculty.

- Number of clients in STAR Park: Six (Blueshift International Materials, Micropower Global, Paratus Diagnostics, PetaOmics, Quantum Materials Corp., and SMRC).
- Number of clients, job creation and retention, business starts and expansions, and cultural infusion in Small Business and Development Center (SBDC): Three student-led startups (aRPM Instruments, Oqua, and Packsi) and two university units (Advanced Functional Materials Lab and SBDC).
- Number of clients in the Office of Commercialization and Industry Relations (OCIR): 30 clients (partnerships).

2.3 Continue engagement in the cultural development of the region.

Key Performance Indicators*:

- List of current cultural collaborations with external constituents (e.g., Wittliff program development, lecture series, performance and creative arts events)

- As part of the Common Experience theme, several sponsored cultural events were presented beginning with the celebration of the 50th anniversary of integration at Texas State University, which featured a conversation, tributes, entertainment, and a reception. Other highlighted events that were open to the larger public included: a Juneteenth celebration and parade; the film screening of "Glory Road;" a public reception for "Black, White and Gray: A Spectrum of Views on Integration;" a presentation by James Kofi Annan, an internationally recognized child rights activist from Ghana, on "Ending Child Trafficking through Education and Economic Empowerment;" a lecture by media broadcaster, Joyce King, "Bring it on: Confronting bias in media and society;" and a lecture by Dr. Joe Feagin, an internationally renowned scholar specializing in the study of race, ethnic and gender relations, on "Racial Desegregation: Success or Failure," among many other presentations.
- In the College of Fine Arts and Communication, the School of Art and Design held exhibitions including curated shows, juried group shows, invited artists solo or group shows, selections from the permanent collection, and seven BFA Thesis exhibitions. Eight concerts were held in the galleries with the Texas Mysterium for New Music Ensemble from School of Music, directed by Richard Hall. Twelve public lectures were

held through the Art & Design Lecture Series. Ten presentations of videos and experimental films were provided through the LUMA video series selected by Art & Design faculty and students. The School of Music presented six public concerts in the inaugural International Concert Series, 11 other faculty or guest artist performances, seven opera performances, and 48 student ensemble concerts. The School of Journalism and Mass Communication hosted their signature event, Mass Communication Week, featuring more than 25 events with 50-plus speakers representing the fields of journalism, advertising, public relations, digital media and more. Students attended and covered events, created media content, networked for jobs and internships and interacted with alumni and advisory council members.

- The College of Health Professions' Health Administration faculty, Dr. Michael Nowicki and Dr. Scott Kruse, participated in the Round Rock Lecture Series.
- The Round Rock Campus partnered with the Round Rock Arts Council and hosted three art and photography exhibits in the Avery Building. This brought over \$100,000 of artwork and over 2,000 community visitors to the RRC. The RRC also hosted the Congressional Art Exhibit in May, as well as one Common Experience event.
- In the Information Technology Division, the Wittliff Collections acquired the literary archives of internationally acclaimed author Sandra Cisneros. The Wittliff Collections also acquired New Mexico historian Marc Simmons' Library composed of 15,000 volumes of southwestern history and literature. Wittliff Exhibitions included:
 - Armadillo Rising: Austin Music Scene in the 1970s
 - Homegrown: Austin Music Posters, 1967-1982
 - Mary Ellen Mark: Man and Beast
 - Cormac McCarthy: Unveiling a Literary Legend
 - Master Storyteller: The Photographs of Earlie Hudnall, Jr.
 - Long Live the Longneck!
 - The Faces of Texas: Photographs by Michael O'Brien
- Within the Student Affairs Division, the Student Organizations Council hosted a diversity and leadership development speaker, Stan Pearson, in conjunction with several LBJ Student Center offices, Student Diversity and Inclusion, and the Equity and Access office. Student Involvement @ LBJSC, Retention Management and Planning, and the Student Volunteer Connection collaborated to increase the volunteer agencies at the Volunteer Fair by 50 percent. The Student Volunteer Connection worked with over 60 local and regional agencies to promote service and to provide opportunities for students to volunteer. The SVC itself completed over 2,000 hours of service. 'Service Saturdays' were implemented to provide service opportunities within the San Marcos area. Bobcat Break saw a 76 percent increase in applicants. Forty students, two graduate students and four full-time staff members completed 1,458 hours of

service throughout spring break at locations in Texas, Arkansas, and Louisiana. The projects focused on homelessness, parks reclamation, community needs and children with disabilities. Student Association for Campus Activities Culture Fest was a successful event promoting cultural understanding, including food and performances from cultural and ethnic groups represented on campus. Riverfest sponsorship was created to promote partnerships in the community, including off campus housing complexes, food vendors and grocery stores. Bobcat Build participants in 2015 included 4,500 registered volunteers at 250 sites. The program built solid partnerships with local businesses for sponsorships and in-kind donations. The San Marcos Police Department has been a contributor to the Alcohol 101 program to bring attention to community safety efforts. One workshop provided in this required program for all new freshmen students focused on diversity and provided a snapshot of the cultural and ethnic diversity experienced on campus. Chartered student organizations with the help from the Dean of Students Office areas contributed to expanding the cultural development through external collaborations that facilitated the following events in 2014-2015: 1) The Student Leadership Board with assistance from the Dean of Students Office Leadership Institute hosted a leadership conference at Wiley Middle School in Leander, Texas for approximately 55 students. The conference was presented and facilitated by 14 student leaders on topics such as communication and professionalism, leadership and peer pressure, decision-making, and college preparation; 2) The Interfraternity Council with assistance from the Dean of Students Office-Greek Affairs organized a canned food drive and collaborated with the Hays County Food Bank to provide over 900 pounds of canned goods to local families in Hays county; 3) The Programming Board with assistance from the Dean of Students Office-Greek Affairs collaborated with St. Jude Children's research hospital to host a 5K run for both students and community members with proceeds benefiting the hospital; 4) The Programming Board with assistance from the Dean of Students Office-Greek Affairs collaborated with the South Central Blood and Tissue center to host a blood donation drive benefiting the local community; and 5) The National Pan-Hellenic Council with assistance from the Dean of Students Office-Greek Affairs collaborated with the Stoney Brook Retirement Community to host an event entitled Senior Prom, where students were able to give back to the community and build positive relationships with local senior citizens.

- According to the special assistant to the President, the Title IX coordinator has engaged with the Hays Caldwell Women's Center as part of a county-wide sexual assault response team to discuss issues involving sexual misconduct and meets quarterly. The Texas State University System engaged in a system-wide training for everyone in the System who is involved with Title IX.

2.4 Increase undergraduate student scholarships and graduate student financial support in an effort to improve recruitment and retention of students.

Key Performance Indicators*:

- Number of new scholarships awarded
- Number of new merit scholarships awarded
- Total dollar amounts of new scholarships and average award amounts
- Other dollars contributed toward undergraduate and graduate student financial support (division and college)
- Percentage increase in salary levels for graduate assistants

- **The number of academic scholarships awarded by the institution between 2013-2014 (3,840) and 2014-2015 (4,113) increased by 273 (7.1 percent). The amount of academic scholarships awarded by the institution between 2013-2014 (\$8,306,807) and 2014-2015 (\$10,514,224) increased by \$2,207,417 (26.6 percent). For 2014-2015, the average award per student was \$2,556.**
- **Other dollars contributed toward undergraduate and graduate student financial support:**
 - **The Graduate College supported a Criminal Justice doctoral student who was offered participation in a workshop series in Amsterdam typically reserved for faculty members for \$1,500. Additionally, the Graduate College supported the conference travel of two CLAS doctoral students who have been designated as “Jackson Scholars,” for \$700 each.**
 - **The College of Applied Arts funded 12 graduate research assistants with indirect costs. Aerospace Studies provided tuition/fees-paid scholarships to qualified AFROTC Cadets. HSSP was awarded to a freshman through degree completion. ICSP was awarded to a sophomore and junior level cadet through completion of degree requirements. Other funded scholarships through affiliates of USAF/AFROTC included AFA (\$5,000), Old Crows (\$4,000), Daedalians (\$2,000), and Washington (\$1,000). In Agriculture, the FATE grant supported a cohort of 55 undergraduate students, while the SAFE grant supported a cohort of 30 undergraduate students. The School of Criminal Justice added two undergraduate student scholarships and one graduate/undergraduate student scholarship to the 14 scholarships already in place. Additionally, SCJ provided \$136,225 from salary savings, Research Indirects, Research M&O, and Course Fees accounts to fund five doctoral and 1.5 master’s assistantships beyond the 10 doctoral and six master’s assistantships provided by the Provost’s Office; grants funded three additional DRA positions. In Family and Consumer Sciences, a \$34,000 gift was made for undergraduates in**

2014. In Social Work, new Alumni scholarship funds were raised from the silent auction at the School's celebration; a new Henton and Pacheco Scholarship was made of \$25,000; HRSA grant scholarships, Terry Murdock, Karen Brown, and Dorothy and Walter Richter scholarships.
- In the College of Fine Arts and Communication, for the second year, the Theatre program received a \$25,000 grant from the Stillwater Foundation for scholarships for Musical Theatre students. The Theatre program spent \$20,000 to assist 41 students in traveling to the regional level of the Kennedy Center American College Theatre Festival and \$20,000 to assist 30 graduating students in attending the New York Showcase for agents and casting directors. The School of Music had resources to offer 72 merit scholarships to recruit new, incoming students for the 2014-15 academic year. Those offers totaled \$120,000, representing a \$22,000 increase (22 percent) compared to the previous year. The total of all 86 scholarships (newly awarded or renewed) cost \$111,430. Five additional graduate student assistants were funded with electronic course fee revenue to assist with hybrid course management. Communication Studies provided \$8,514 toward student travel for students presenting at and attending national and regional conferences.
 - In the College of Health Professions, two new scholarships were awarded. CDIS awarded the John Wendel Scholarship in the amount of \$1,000, and the Dr. Joy Boone Quality Achievement Scholarship was awarded in Health Administration in the amount of \$1,500. In addition, CDIS received two Graduate Merit Fellowships for the entering cohort of fall 2014. This was the first time these fellowships were made available through the Graduate College. The Sue E. Biedermann scholarship was created in FY 2015 for HIM students. The St. David's School of Nursing awarded approximately \$30,000 in scholarship funds.
 - Two new College of Liberal Arts scholarships were awarded including the Richard Castro Scholarship of \$17,600 (\$4,400 per academic year) and the Texas State University System Foundation Graduate Endowment Liberal Arts Scholarship (\$500 each for four students). In Political Science, a faculty member contributed \$6,000 to the department scholarship fund to create a MPA scholarship. The William P. Hobby Center for Public Service also allocated \$4,000 toward MPA scholarships for the year. The Center for International Studies established the Dunn Family Best Thesis Award in International Studies and was awarded to two students.
 - MSEC doctoral students, within the College of Science and Engineering, are guaranteed two years of doctoral instructional assistantships. This year, 17 students received a combined total of \$498,522 in assistantship funding. An additional \$1,500 was paid to support student travel.
 - Graduate stipends (in Academic Affairs) increased by three percent.

2.5 Internationalize the curriculum.

Key Performance Indicators*:

- Number and list of new/revised courses and programs with international content
- Number of faculty participants in globalization workshops

- **Number and list of new/revised courses and programs with international content:**
 - In the College of Applied Arts, Social Work added an international elective.
 - In McCoy College, as a result of a review of the undergraduate business core curriculum, a new core class was developed to introduce students to the international aspects and operations of a business enterprise early in their program so that they can acquire a deeper and integrative understanding of business operations as they progress. In addition, a common case study, focusing primarily on international aspects of business, was introduced in four core classes to emphasize integrative nature of business operations in a global environment.
 - CLAS, in the College of Education, proposed one doctoral international Special Topics course (Seminar in Educational Research: Chile) and internationalized a Student Affairs course (taught in part in Spain).
 - The College of Health Professions' HIM program was chosen as one of 13 partner programs by the American Health Information Management Association (AHIMA) to take part in an initiative to increase U.S. jobs and exports through the promotion of international standards related to HIM education and workforce training.
 - In the College of Liberal Arts, History added international content to seven courses: HIST 5316 Topics in Women's History, HIST 5316A Women's Rights in Comparative Perspective, HIST 5316B Women and Empire, HIST 5324E Modern Latin American Revolutions, HIST 3374 Topics in Religious History, HIST 3374A History of Christianity 1400-1700, and HIST 3374C History of Religion in India.
- **Number of faculty participants in globalization workshops:** During FY 2014-2015, the office of Academic Development and Assessment offered a faculty learning community (FLC) to 24 professors across campus. Faculty in the FLC studied ways to globalize their teaching and scholarly-creative activities. To document their learning, each faculty member developed a project that enhanced their teaching and/or scholarly-creative activities.
- Two faculty in the College of Health Professions were involved in efforts focused on a global HIM curriculum and HIM certification through various AHIMA workgroups. Dr. Ram Shanmugam, Professor, Health

Administration, participated in an international workshop in India.

2.6 Encourage faculty and students in pursuing global academic experiences.

Key Performance Indicators*:

- Number of faculty-led study abroad programs
- Number of students studying abroad
- Number of Fulbright Teaching Scholars
- Number and list of student international research efforts and scholarly/creative activities (presentations, papers, etc.)
- Number and list of student international teaching activities
- Number and list of student international service activities
- Dollars contributed toward study abroad scholarships
- Number of institutionally-recognized international exchange programs
- Number and list of countries impacted
- Number and list of staff-led international experiences

- **Number of faculty-led study abroad programs in FY 2015 was 28.**
- **Number of students who studied abroad in FY 2015 was 671. Out of the 671 students who studied abroad, 552 students studied on faculty-led programs; 41 on exchange programs; 67 on affiliated programs, and 11 on independent programs.**
- **Number of Fulbright Teaching Scholars: 0.**
- **Number and list of student international research efforts and scholarly/creative activities:**
 - **In FY 2015, there were three student international service activities including faculty-led programs in Cambodia, Chile, and South Africa that incorporated a service learning component into their programs, which provided students the opportunity to work with the local community/schools.**
 - **The Graduate College financially supported 29 graduate student international research efforts (conference presentations).**
 - **In the College of Education, CLAS partially funded ten graduate students to present research in two countries (Italy and United Kingdom) at four refereed conferences.**
- **Number and list of student international teaching activities: no information provided.**
- **Number and list of student international service activities: In the Student Affairs Division, two students from the Dean of Students Office.**

Leadership Institute participated in an 11-day International Immersion Experience from June 15-26, 2015 visiting Barcelona, Granada, Costa del Sol, Seville, Cordoba, Madrid, and Toledo.

- Total dollars contributed toward study abroad scholarships: In FY 2015, was \$295,250 with 262 students receiving them.
- Number of institutionally-recognized international exchange programs: in FY 2015 was 41. Twenty-nine countries hosted institutionally recognized international exchange programs in FY 2015.
- Number and list of countries impacted in the university's efforts to encourage faculty and students in pursuing global academic experiences was 57.

1.	Argentina	Affiliated
2.	Australia	Affiliated
3.	Austria	Faculty-led, Exchange and Affiliated
4.	Belgium	Exchange
5.	Belize	Faculty-led
6.	Brazil	Affiliated
7.	Bhutan	Affiliated
8.	Cambodia	Faculty-led
9.	Colombia	Affiliated
10.	Croatia	Affiliated
11.	Cuba	Faculty-led and Affiliated
12.	Chile	Faculty-led, Exchange and Affiliated
13.	China	Affiliated
14.	Costa Rica	Faculty-led and Affiliated
15.	Czech Republic	Faculty-led, Exchange and Affiliated
16.	Denmark	Exchange
17.	Dom. Republic	Affiliated
18.	Ecuador	Affiliated
19.	Estonia	Exchange
20.	Finland	Exchange
21.	Ghana	Affiliated
22.	France	Faculty-led, Exchange and Affiliated
23.	Germany	Exchange and Affiliated
24.	Greece	Exchange and Affiliated
25.	Hungary	Exchange and Affiliated
26.	India	Affiliated
27.	Ireland	Faculty-led, Exchange and Affiliated
28.	Israel	Affiliated
29.	Italy	Faculty-led, Exchange and Affiliated
30.	Japan	Faculty-led, Exchange and Affiliated
31.	Jordan	Affiliated

32.	Latvia	Exchange
33.	Lithuania	Exchange
34.	Malta	Exchange
35.	Mexico	Affiliated
36.	Morocco	Affiliated
37.	New Zealand	Affiliated
38.	Nicaragua	Faculty-led
39.	Norway	Exchange and Affiliated
40.	Peru	Faculty-led and Affiliated
41.	Poland	Exchange and Affiliated
42.	Portugal	Exchange and Affiliated
43.	Qatar	Affiliated
44.	Romania	Exchange
45.	Russia	Affiliated
46.	Slovakia	Exchange
47.	Slovenia	Exchange
48.	South Africa	Faculty-led and Affiliated
49.	South Korea	Exchange and Affiliated
50.	Spain	Faculty-led, Exchange and Affiliated
51.	Sweden	Exchange and Affiliated
52.	Switzerland	Exchange
53.	Turkey	Affiliated
54.	Thailand	Affiliated
55.	The Netherlands	Exchange and Affiliated
56.	United Arab Emirates	Affiliated
57.	United Kingdom	Faculty-led, Exchange and Affiliated

- Number and list of staff-led international experiences: Two - TSIE coordinated Proyecto 2015 “National Training Program for Students and Teachers SEP-SRE Proyecto 100,000” sponsored by the government of Mexico, in summer 2015. In the Student Affairs Division, Campus Recreation led a two-week international trip to Peru in May 2015 for 16 students.

2.7 Maintain a vigorous, targeted recruitment and marketing campaign.

Key Performance Indicators*:

- List of new or major modifications to undergraduate and graduate recruitment initiatives
- List of new or major modifications to marketing efforts implemented

- New or major modifications to undergraduate and graduate recruitment initiatives:

- Undergraduate Admissions planned and staged new Cats Caravan receptions in Dallas and Houston; implemented a new "Top Scholars."

- New Student Orientation Session; added a new Honors Insight Day at the Welcome Center; and instituted a new "overlapping" strategy for staging an increased number of New Student Orientation sessions.**
- **The Graduate College provided new recruitment funding of \$1,000 per graduate programs to departments; in addition, the Graduate College expanded the February Graduate and Professional Fair to include 30 other universities; and The Graduate College also increased its presence at other external events such as SXSW, and increased advertisements in conference brochures/programs catering to underrepresented students.**
 - **In the College of Applied Arts, Military Science conducted mentorship sessions with high schools JROTC programs, which also serve a recruitment venue. The Graduate College provided funds for NPR ads and for the MSW admissions coordinator to travel to other universities and Ft. Hood to recruit students for both BSW and MSW online and on campus programs (universities and community colleges serving first generation and Hispanic students).**
 - **CLAS, in the College of Education, provided structured support including a course release to support graduate student recruitment in programs with growth opportunities (Educational Leadership, Adult Education); Adult Education worked on forming a partnership with Dell to recruit Dell employees; School Psychology implemented cohort one of the externally-funded track in Spanish-English Bilingual School Psychology; Educational Leadership expanded its school district cohort model to include partnerships with three area school districts with high Hispanic populations; Educational Leadership implemented recruitment strategies in relation to state professional organizations/conferences (including Texas Association of School Administrators).**
 - **The College of Health Professions gave attention to several initiatives. CLS developed and launched a Facebook page for recruitment and retention. CLS also used other social media such as LinkedIn, Twitter, etc. CDIS decided, due to the large applicant pool, to begin leveraging a portion of the graduate program recruitment funds in the form of a scholarship to the highest-ranking individual in the applicant pool that was from an underrepresented population, in an effort to recruit the student to the CDIS graduate program. The first scholarship was offered for the fall 2014 cohort.**
 - **Parent and Family Relations, housed in Retention Management and Planning in the Student Affairs Division, developed and actively maintains a Facebook site to help engage families from across the state. Currently, there are over 2,000 followers to their twice weekly posts. In addition, an e-newsletter was distributed to over 11,000 unique email accounts each month.**
- **New or major modifications to marketing efforts: 1) University Marketing**

helped plan and promote the first Cats Caravan programs--a series of events held in key cities, such as Dallas, Houston, Ft. Worth, and San Antonio. These events took presentations by Undergraduate Admissions (mini-Bobcat Day), Academic Affairs, University Advancement and Athletics to prospective students, as well as donors, and alumni; 2) The NCAA TV video was updated using motion graphics to illustrate and highlight our research program, academic offerings, and campus life; 3) University Marketing added a full-time staff member to lead the university's social media effort, including the launch of a new channel (Snap Chat); and 4) University Marketing increased the amount of video content produced for the campus by 200 percent over the prior year. The School of Health Administration invested heavily in a complete redesign of the marketing booth, with a new table throw, brochures, and table-top pull-up banner. Respiratory Therapy purchased and used Texas State/RTT banners, table drapes, social media posts and notices, as well as the purchase and use of Texas State/RTT shirts.

2.8 Recognize the role of Athletics in developing the image of the university and enhancing economic and cultural development.

Key Performance Indicators*:

- Number and list of new Texas State athletic advertisements placed
- List of all athletic events on local or national television
- Average number of athletic events each year, home and away
- Total economic impact from athletic events on local community
- Product licensing income for the year and new licenses added around the State of Texas
- Increase in membership for Bobcat Club for the year

No information available

2.9 Expand delivery of distance learning.

Key Performance Indicators*:

- Number of new online and hybrid SCH as a percent of overall offered

- **Number of new online and hybrid SCH: 48,559 (5.3 percent) new online/hybrid SCH were offered in FY 2015. The percentage growth rate of new online and hybrid SCH from FY 2014 to FY 2015 was 37 percent.**
- **In the College of Fine Arts and Communication, COMM 4390 Internship, COMM 2330 Small Group Communication, COMM 3301 Empirical Research Methods, and COMM 4326 Family Communication were added as online courses.**

- The College of Health Professions continued the development of new online/hybrid courses. CLS offered, for the first time, CLS 4340: Clinical Microbiology II course via a hybrid delivery. CDIS designed and implemented the online CDIS 1331 in spring 2015 for a 25 percent increase (9 SCH to 12 SCH offered in online and hybrid courses). Nursing developed eight (20 SCH) new online courses for the FNP-MSN program.
- In the College of Liberal Arts, English worked with University Extension to develop online correspondence courses, replacing paper-based ones. The Master's in Legal Studies Program received approval from the American Bar Association, its approval agency, to offer courses in a hybrid format.
- The Ingram School of Engineering in the College of Science and Engineering, test-offered ENGR 3190 Cooperative Education via a hybrid venue.

Goal 3: Provide a premier student-centered, educational experience that fosters retention and success.

3.1 Increase student retention and graduation rates.

Key Performance Indicators*:

- Student retention rates compared to prior year (college and institutional)
- Student graduation rates compared to prior year

Institution	Student Retention Rates	
	Fall 2013	Fall 2014
Texas State University	77.1%	76.0%
Applied Arts	78.4%	77.2%
Business	81.5%	76.5%
Education	76.0%	78.5%
Fine Arts	77.6%	78.4%
Health Professions	77.3%	74.1%
Liberal Arts	77.7%	76.1%
Science & Engineering	72.6%	74.5%
University College	76.2%	73.6%

Institution	Student Graduation Rates	
	Fall 2013	Fall 2014
Texas State University	57.4%	55.1%
Applied Arts	59.1%	64.7%
Business	67.3%	62.6%

Education	62.3%	61.9%
Fine Arts	58.5%	59.5%
Health Professions	51.8%	43.6%
Liberal Arts	59.6%	53.7%
Science & Engineering	48.3%	44.6%
University College	50.1%	49.9%

3.2 Create and deliver co-curricular experiences to promote student success.

Key Performance Indicators*:

- Number and list of new co-curricular activities provided
- Number of attendees at each co-curricular event

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- **Number and list of new co-curricular activities provided and the number of attendees at each event: Over 127 activities.**
 - **Six new co-curricular activities were provided by The Graduate College: Workshop--The Master's Thesis from Start to Finish (23 attendees); Workshop--The Dissertation from Start to Finish (8 attendees); Workshop--Revising for Publication (5 attendees); Coalition of Black Faculty & Staff Sponsored Luncheon for Graduate Students (36 attendees); Brown Bag--A Complementary and Comparative Look at Quantitative and Qualitative Research Methods (9 attendees); and Bilingual Symposium for Graduate Students (52 attendees).**
 - **In the University College, 47 transfer students were recognized for their academic achievement and inducted into the Tau Sigma Transfer Honor Society in fall 2014.**
 - **Within the College of Liberal Arts, English students organized an undergraduate creative writing club. Faculty developed an application for a student chapter of the Technical Communication Association. Philosophy faculty advised new student groups with a scholarly focus: Religious Studies Student Colloquium, Pagan Student Association, and Socialist Alternative.**
 - **At the Round Rock Campus, over 40 activities were provided throughout the year (e.g., Leadership Institute, GMAT strategy session, veterans' appreciation gathering) with 605 attendees overall.**
 - **In the Student Affairs Division, during the 2014-2015 academic year and in collaboration with the Office of Retention Management and Planning, the Department of Housing and Residential Life implemented a new program, entitled "House Calls." The House Calls program involved the student staff in each residence hall meeting with individual students in their respective rooms during a three-week period shortly after Spring Break in 2015. RAs met with over 2,300 students (over 36 percent of those living in residence halls) during that time period. The RAs**

primarily asked students to talk with them about their personal and academic progress; if students indicated a need in a particular area, the RAs helped those students identify various support resource locations across the campus. Retention Management and Planning's Students Who Are Parents program administered events for undergraduate and graduate students with children. The objective of the program is to meet the needs of the students and provide support to the family. The monthly events were inclusive of all family members. Transfer Student Success Team completed the first year of a three-year project to identify programs to address the needs of students who transfer within the past 12 months. Brilliant Bobcats implemented a session on financial literacy to assist students in their efforts to become more successful while at Texas State. The LBJ Student Center hosted a wide variety of programs throughout the year. Of the 143 programs offered, 53 were either new or revised. New/revised co-curricular programs for 2014-2015 included the following: September 9 - Musician Lyle Divinsky (50 attendees); September 15 - Loteria/Bingo (45 attendees); September 17 - Comedian Matt Broussard (90 attendees); September 23 - Comedy "Preferred Parking Tour" (125 attendees); September 25 - Sex in the Dark Program (225 attendees); September 29 - Stan Pearson for Student Employees: "The Salsa Life" (74 attendees); September 29 - Stan Pearson: "Just Because I am...Doesn't Mean" (73 attendees); October Service Project/ Bite Size (15 attendees); October 4 - NTSO-VATS Tailgate (33 attendees); October 7 - Musician Robert Baker (45 attendees); October 9 - Poet Neil Hilborn (27 attendees); October 28 - Comedian Tracey Ashley (77 attendees); October 29 - Trick-or-Treat for Canned Goods (31 attendees); November 7 - Hunger Banquet (21 attendees); November 17 - Henna Night (20 attendees); November 19 - Found Footage Festival (55 attendees); November 20 - Hunger Games Trivia Night (26 attendees); December 3 - DeStress Fest (34 attendees); February 3 - Valentine's Day Cards for Senior Citizens (21 attendees); February 10-13 - Blood Drive (45 participants); February 14 - Single Mingle Game Night (38 attendees); February 17 - The Roommate Game (25 attendees); February 17 - Coloring Books for Boys and Girls Club (22 attendees); February 20 - Tina B. (32 attendees); February 24 - ZuZu African Acrobats (158 attendees); February 27 - Nick Guerra (52 attendees); March 3 - Care to Lengths (10 attendees); March 7 - Culture Fest (177 attendees); March 10 - Treat Yourself Tuesday (25 attendees); March 11 - Emma Willmann (57 attendees); March 15 - Service Opportunity: Hays County Food Bank (4 attendees); March 17 - Service Opportunity: Habitat for Humanity (5 attendees); March 24 - Want a Treat (42 attendees); March 30 - Two Worlds (36 attendees); March 30 - Hilary Corna (22 attendees); April 2 - Hana Pestle (46 attendees); April 4 - Carlos Andres Gomez (43 attendees); and April 7 - Bobcat Bookmarks (16 attendees). The Dean of Students Office includes Greek Affairs and the Leadership Institute, which are two areas that host many co-curricular events each year to

promote student success. The new/modified 2014-2015 co-curricular programs promoting student success included the following: 1) Greek Affairs Programming Board, a chartered student organization, hosted the Epsilon Lambda Alpha organization kick off with speaker Dr. Lori Hart from Campuspeak in October 2014. The presentation was focused on leadership skills (approximately 150 attendees); 2) Greek Affairs held the Chapter Presidents retreat at T Bar M in New Braunfels focusing on leadership skills development and continued development of the Greek community on campus (40 students attendees); 3) Greek Affairs Programming Board hosted a blood donation drive in April 2014 benefiting the South Central Texas Blood Bank (approximately 45 students donated 90 pints of blood); 4) Greek Affairs Programming Board hosted a 5K fun run benefiting St. Jude Children's Research Hospital in April of 2014 (approximately 100 attendees); 5) Greek Affairs held their first Risk Management training in September 2014, which included the state-mandated risk management presentation and break-out sessions covering leadership skills, financial planning, business meeting etiquette, university policies, recognizing signs and available resources for students experiencing mental health challenges, and university resources available to help students improve academics (approximately 110 attendees); 6) Workshops as part of the Leadership Workshop Series included: a) Common Cents: Making Your Money Work for You (11 attendees), b) Leading Differently: Mindfulness as a Leadership Practice (27 attendees), c) Forming to Performing: Understanding Group Development (11 attendees), d) Using Body Language to Navigate Conflict (23 attendees), e) Beginning with the Handshake: New Practices for Professionalism (21 attendees), and f) The Leadership Edge: Translating Student Involvement to the Workplace (15 attendees); 7) Leadership Institute Film Series events included: a) The Great Debaters screened on October 7, 2014 (63 attendees) exploring how utilizing education and communication, they can work together to create safe and more inclusive environments in their communities, b) Monsters University was screened on April 7, 2015 (38 attendees) examined the importance of perseverance in establishing and revising goals, recognizing and appreciating the importance of followers, and the value of leadership risks and creativity; 8) Texas State Leadership Institute Capstone Program: Step Forward, Give Back during Fall 2014 - a) Session 1 on 9/19/14- StrengthsQuest (21 attendees), b) Session 2 on 9/26/14- Leadership Theory Overview (16 attendees), c) Session 3 on 10/10/14 - Ethics and Integrity (14 attendees), d) Session 4 on 10/17/14 - Social Justice (13 attendees), e) Session 5 on 10/24/14 - Managing Change (19 attendees), f) Session 6 on 10/31/14 - Visionary Leadership (19 attendees), and g) Session 7 on 11/7/14 - Communication (19 attendees); 9) Texas State Leadership Institute Capstone Program: Step Forward, Give Back during Spring 2015; a) Session 1 on 2/13/15 - StrengthsQuest and Leadership Theory

Overview (19 attendees), b) Session 2 on 2/27/15 - Strength Deployment Inventory (18 attendees), c) Session 3 on 3/6/15 - Ethics and Integrity (16 attendees), d) Session 4 on 3/13/15 - Social Justice (16 attendees), e) Session 5 on 3/27/15 - Managing Change (18 attendees), f) Session 6 on 4/10/15 - Communication (17 attendees), and g) Session 7 on 4/17/15 - Visionary Leadership (15 attendees); and 10) Leadership Institute Pathfinder: Texas State Emerging Leaders Program during Spring 2015: a) Session 1 on 2/10 - Social Excellence (12 attendees), b) Session 2 on 2/24 - Define Leadership and True Colors (12 attendees), c) Session 3 on 3/3 - Life Skills: Conflict Management (9 attendees), d) Session 4 on 3/10 - Civic Engagement and Social Responsibility (11 attendees), e) Session 5 on 3/24 - Diversity and Inclusion (10 attendees), f) Session 6 on 3/31 - Finding Your Passion and Leadership Styles (12 attendees), and g) Session 7 on 4/14 - Ethical Leadership (11 attendees).

3.3 Enhance quality and consistency of academic advising services.

Key Performance Indicators*:

- Number of students served (i.e., walk-in, email, phone, appointment, social media)
 - List of professional development opportunities provided to academic advisors for consistent messaging
 - Number of external professional development opportunities attended by how many advisors
 - Number and list of current internal and external awards and recognitions received by advisors
 - Advisor/student ratios compared to prior year
-
- **Number of students served: In 2014-2015, academic advisors in college advising centers and at Round Rock met with a total of 84,836 individuals in academic advising appointments.**
 - **The College of Health Professions' admission and retention staff attended four Bobcat Days in San Marcos, interacting with approximately 800 prospective students and three Bobcat Days in Round Rock, interacting with approximately 80 prospective students. The academic advisor from the School of Nursing met twice in San Marcos with approximately 200 Nursing students regarding the requirements for the undergraduate Nursing program. Nine information sessions were held in the School of Nursing for prospective students, with approximately 120 individuals attending the sessions. In addition to the prospective students, the staff met with six area high school and middle school health science groups, totalling 138 students, in an effort to capture interest while the students are forming opinions about careers. The admission and retention office as a whole fielded 7,605 phone calls, emails and walk-in consultations from students during this**

- time period. Staff maintain a presence for the School of Nursing on social media such as Facebook and Twitter.
- The College of Liberal Arts Advising Center shifted advising services for new transfer students from group model to a one-on-one model and increased walk-in advising days from nine in spring 2014 to 17 in spring 2015, allowing more students to be seen during peak times. In Political Science, the Legal Studies program director met with each new student prior to registration to provide personalized academic counseling. The Center for International Studies implemented Graduate Peer informational sessions for graduate students.
 - List of professional development opportunities provided to academic advisors for consistent messaging:
 - In the College of Applied Arts, FCS advisors were included in all program area curriculum meetings.
 - At the Round Rock Campus, 72 professional development opportunities were provided to the academic advisors, including weekly McCoy Advising Center staff meetings, monthly Advising Council with all Advising Center supervisors, monthly Advising Team meetings, and various other trainings and summits.
 - Number of external professional development opportunities attended by how many advisors: In 2014-2015, academic advisors participated in three external professional development opportunities, including: NACADA National Conference (13 advisors attended), NACADA Regional Conference (14 advisors attended), and TEXAAN Annual Conference (12 advisors attended).
 - Number and list of current internal and external awards and recognitions received by advisors: Results of the spring 2015 National Survey of Student Engagement Survey (NSSE) indicate that freshmen and seniors at Texas State University have a significantly more favorable perception of their advising experience than their peers enrolled at Texas Top Ten universities. Texas State freshmen mean scores on a scale of 1-7 (where 1=poor and 7=excellent) were 5.1, compared to 4.9 for their Texas Top Ten counterparts. Texas State senior mean scores on the same scale were 5.4 for Texas State and 5.0 for their Texas Top Ten counterparts. The Graduate College had one Outstanding Mentor Award.
 - Student to academic advisor ratios increased from 396 in September 2013 to 408 in September 2014. As a result, an additional four positions have been added according to demand since September 1, 2014.

3.4 Enhance the Honors College to better attract and engage high achieving students.

Key Performance Indicators*:

- Number and percent of students enrolled in Honors College compared to prior year
- Number of Honors sections offered
- Number of Honors College graduates compared to prior year

• **Number and percent of students enrolled in Honors College and number of Honors sections offered:** In fall 2014, there were 1,542 students (4.8 percent) enrolled in 29 sections of Honors courses, compared to 1,419 students (4.6 percent) enrolled in 28 sections in fall 2013. In spring 2015, there were 1,582 students (5.3 percent) enrolled in 31 sections of Honors courses, compared to 1,447 students (5.1 percent) enrolled in 31 sections in spring 2014.

• **Number of Honors College graduates:** There were 44 Honors graduates in 2014-2015, compared to 34 in 2013-2014.

3.5 Recognize and support intercollegiate athletics and the arts as vehicles to promote a well-rounded collegiate experience for all students.

Key Performance Indicators*:

- Number and list of events (athletic and artistic) provided for the year
- Average number of students that attend sporting events
- List of promotions and collaborations with student groups to engage them in athletics
- Number and list of new academic support initiatives provided to student athletes

• **Number and list of events (athletic and artistic) provided for the year and average number of student attendees:**

- In the College of Fine Arts and Communication, Theatre had nine Harrison and Mainstage productions, including 53 performances, with over 12,000 people in attendance. Dance had five concerts, with over 2,600 people in attendance.
- Within the College of Liberal Arts, English hosted TKL and Katherine Anne Porter House readings. The university chair in Creative Writing visited undergraduate classes, offered graduate writing workshops, and held public readings. Philosophy Dialogues hosted readings of new dramatic works, film screenings, musical performances, and discussions about the value and meanings of the arts.
- At the Round Rock Campus, six events were held: one Common Experience lecture was offered and it was open to the community, students, faculty and staff. This even included ballet Folklorico dancers

- and the children's choir from the local elementary school (120 attendees); Professor Daris Hale led a Faculty Speakers Lecture and demonstration on the music of East Africa (120 attendees); fall photography show (150 attendees); Imagine Art Event (1,000-1,200 attendees); summer art show (60 attendees); and Congressional High School Art Show (80 attendees).
- In the Student Affairs Division, the LBJ Student Center hosted six total freshmen tailgate events - one at each of the home football games, averaging 600 students at each event. Bobcat Preview included a Stadium Spirit event that included a spirit rally, speeches by the football team and coaches, welcome by the university president and student body president and concluded with a professional team building event. The first home football game had over 5,000 freshmen in attendance as a result of these efforts. The annual 'A Week in the Life' photo competition takes place each spring and showcases student photographers in a professionally juried competition. Thirty students submitted photos, with 10 selected for a year long exhibit in the LBJ Student Center. A reception announcing the winners was attended by 50 students.
 - List of promotions and collaborations with student groups to engage them in athletics:
 - In the College of Applied Arts, the AFROTC program supported intramural sports on campus by participating in events such as the Push-Up Team and Honor Guard at Texas State athletic competitions. The program also engaged in and supported intramural sports on campus by participating in events such as the Honor Guard, Cannon Detail, Flag Football, and Softball.
 - Faculty and students in the School of Journalism and Mass Communication, within the College of Fine Arts and Communication, created a marketing campaign project for Texas State Athletics.
 - Number and list of new academic support initiatives provided to student athletes: No information available.

3.6 Assess outcomes (student learning, administrative support, academic and student support, research, community/public service, and general education) to ensure continuous improvement and student success.

Key Performance Indicators*:

- Number and percent of programs completing outcomes assessment
- Number and percent of completed audits
- Examples of new selected improvement efforts implemented as a result of assessment findings

- **Number and percent of programs completing outcomes assessment:**
Overall, there were 263 programs (100 percent) that completed outcomes assessment in 2014-2015.
- **Number and percent of completed audits:** 263 audit reports completed (100 percent); Educational programs--75 undergraduate, 65 master's, and eight doctoral programs for a total of 148 education programs each with corresponding audit reports completed (100 percent); Administrative and educational support--99 programs, with 99 completed audits (100 percent); Research--seven academic college and six university center outcomes reports completed, each with corresponding audits completed (100 percent); and Community/Public Service--three divisional programs, with three completed audits (100 percent).
- **Examples of improvement efforts implemented as a result of assessment findings:**
 - The Graduate College created a Workshop for Departmental Graduate Support staff held once per semester; a research project was completed "Thinking Graduate Student Support Through Completion," 1,826 students participated in the survey, 26 in focus groups (focused on experience that impact time to degree, student preparation, impact factors for positive student experience, adequate student resources).
 - McCoy College completed a two-year review of its undergraduate core curriculum. Inputs from alumni, recruiters, college advisory boards, an assessment of college-wide learning outcomes, and the new AACSB Accreditation standards were taken into consideration. Changes in business core curriculum include (a) the use of a common case study in several core classes for better content integration; (b) a new course to introduce students to the international nature of business enterprise early in their program; and (c) completion of a one-hour component to prepare undergraduate business students to be professionals with business-appropriate soft skills. The Entrepreneurship (ENTR) curriculum was modified to introduce additional flexibility based upon informal/ongoing assessment of ENTR concentration. Students now have four options for a final course in the sequence rather than a single one. The Department of Accounting reviewed its curriculum to ensure adequate incorporation of information technology, specifically data analytics, into the curriculum. The Department of Accounting created a Master of Accountancy (MAcy) program task force to review the curriculum and compare it with competing programs. Recommendations included returning the MAcy program to the original 30 hours to facilitate completion in one year, requiring a Commercial Law course, reducing the required core to five classes and creating four specialization tracks. A Graduate Assessment Committee was

established to be responsible for the assessment of all graduate programs.

- In the College of Education, Curriculum & Instruction adopted a standard instrument for observation of teaching performance, the Danielson Framework for Teaching, which has strong validity and reliability. Faculty are redesigning common assessments in courses to align with the framework.
- Within the College of Liberal Arts, Anthropology decreased the MA student learning outcomes from five to three to focus on improving students' thesis proposals and theses. Modern Languages decreased the MA student learning outcomes from five to three to focus on improving students' communication skills (written and oral), as well as their mastery of literature and culture. In Political Science, The MA program created a new core program course to improve learning outcome results. The Legal Studies program expanded the role of faculty working with students to enhance key learning outcomes in research and writing. The Public Administration faculty assumed responsibility for advising students within their concentration area to improve student learning outcomes across the program. At the undergraduate level, Political Science faculty refined key concept questions for assessing outcomes in core curriculum courses.
- Facilities, in the Finance and Support Services Division, successfully prepared for and completed a comprehensive peer review as part of APPA's Facilities Management Evaluation Program (FMEP). As part of the FMEP process, Facilities prioritized the recommendations and developed a course of action to assess and implement process changes or improvements. Submitted a nomination package for the APPA Award for Excellence in Facilities Management. The FMEP team's report stated that Facilities had significant success including: Capital Development Plan implementation; numerous improvements to utility plants and infrastructure; operations and maintenance practices developed, measured and benchmarked; strong customer service focus emphasized; high level of proficiency in key areas; and well on the way to utilizing technology to optimize resources and streamline processes.
- In the Student Affairs Division, Career Services refocused their professionalism outcomes to address career-ready competencies; all interactions with stakeholders are now tracked and assessed.

3.7 Utilize program review and accreditation processes to improve academic, administrative, and student support programs to foster student success.

Key Performance Indicators*:

- Number of program reviews completed and number submitted to THECB
- Examples of selected program improvements made based on program review/accreditation findings

- Percent of academic program reviews with all items scored “acceptable” or higher

- **Number of program reviews completed and number submitted to THECB: 20 program reviews were completed and 13 were submitted to THECB in 2014-2015.**
- **Examples of selected program improvements made: no information available.**
- **Percent of academic program reviews with all items scored "acceptable" or higher: 100 percent of the programs reviewed in 2014-2015 were scored overall as acceptable or higher.**

3.8 Broaden efforts to facilitate successful transition of students to the workplace and graduate/professional education.

Key Performance Indicators*:

- Number and list of career support programs provided
- Number and list of academic outreach and recruitment efforts
- Number and list of new companies recruiting at Texas State
- Number and list of employers conducting on-campus interviews
- Number and list of career fairs, including number of employers attending fairs
- Number of internships completed by students
- Number and list of programs and events to prepare students for graduate/professional education
- Number and list of alumni-supported career events and initiatives to support student networking and career success
- Number and list of on-campus student employment career preparation programs and initiatives
- Number of face-to-face career counseling appointments
- Number of PACE career counseling sessions

- **Number and list of career support programs provided:**
 - **In the McCoy College, the first MBA Boot Camp, a preparatory workshop for MBA students, was offered to all incoming fall 2015 MBA students. The boot camp included sessions on effective communication, mathematics and technology usage, and team building exercises. Eighty students participated.**
 - **In the College of Fine Arts and Communication, Art and Design integrated professional practice components within Thesis II, which includes a session with Career Services on what to do with an art**

history degree. Professional practice components were also integrated with a new course, Art Criticism and Writing, which includes visits/tours to local art institutions. The professional practices course in Studio Art is now a required course. Exit Review and Senior Portfolio classes in Communication Design are now both required and have been expanded to better prepare students for design careers.

- All of the College of Health Professions' academic programs provided assistance to students through clinicals and in teaching/learning experiences. Students also attended the health professions career fair in the fall. During senior seminar in the spring, students participated in panel presentations where they visited with former alumni on career pathways and received key information on potential jobs. Prospective employers were also invited to seminar sessions to meet graduation candidates. In spring of 2015, Tenet, McKesson, Parallon and Memorial Hermann professionals visited with senior HIM students.
- In the College of Liberal Arts, English developed a new external advisory council that will help promote careers for majors. Political Science hosted an alumni panel featuring successful graduates of BA, BPA and Legal Studies programs who discussed transition from college to career. Psychology also hosted a panel on "Careers in Psychology" that included four guest speakers. Sociology hosted "Careers in Aging" panel with MS in Dementia and Aging (MSDA) faculty, an MSDA student, and representatives from local non-profits and state agencies.
- At the Round Rock Campus, ten programs were provided with 136 attendees. Sessions included: Linked Up w/LinkedIn, Market Yourself, Interview Skills, Keep that Job, CS Overview, What can I do with my major?, Job Search Process, Interviews, Resumes and CLs, and How To: Job Fair.
- Number and list of academic outreach and recruitment efforts:
 - In the McCoy College, Dr. Dennis Smart, associate professor in the Department of Management, developed 27 unique business research and consulting field projects during AY 2014-2015. The projects involved three to five person teams of MBA students enrolled in MGT 5313. Each team worked with organization representatives to address current, organization-defined issues. Field project clients included Rodeo Austin, City of Georgetown, City of Cedar Park, Material Science, Engineering and Commercialization collaborations, NASA, Texas State University Golf Course, CTMC community project, First TEE/Golf San Antonio, Providence Place, San Antonio Zoo, Southwest Graduate School of Banking, Baylor-Scott & White, and the Texas Self Storage Association.
 - In the College of Science and Engineering, the Department of Mathematics hosted a Graduate Open House in October as a

recruitment tool.

- **Number and list of new companies recruiting at Texas State:**
 - The McCoy College had two new corporate partners of the Center for Professional Sales, Hewlett Packard Enterprise Division and Cintas.
 - At the Round Rock Campus, six new vendors recruited at the Student Organization Open House and Vendor Fair: Teravista Family Wellness, Harbor Hospice Austin, Ingle Realty, Apartment Pros, Express Employment, and US Army.
 - In the College of Fine Arts and Communication, over 30 new companies recruited/hired Texas State graduates: Argo, IBM, RG/A, Chaotic Moon, General Motors, One Technologies, MicroVentures, SXSW, Design for Use, T3, Whole Foods, HEB, Razorfish, Giles Parscale, Springbox, Red Hat, HCB Healthcare, Crush Advertising, TKO, Envision, Volusion, XOXOCO, HomeAway, C3Presents, Spiceworks, Unique Influence, Drumroll, VOX Global, Fosforus, Locateurs, and Ousset.
- **Number and list of employers conducting on-campus interviews:** GM conducted on-campus interviews at the Round Rock Campus. Student Affairs reports that Career Services increased the number of on-campus interviews, with 145 employers conducting on-campus interviews.
- **Number and list of career fairs, including number of employers attending fairs:**
 - The McCoy College, in partnership with Career Services, held the second McCoy College Career Expo. Compared to last year, the number of participating firms nearly doubled (35 to 69) while the number of students participating increased nearly 50 percent (247 to 366). Sixteen new companies recruited business majors. Companies included Charles Schwab, CME Group, Deloitte, GM, Guefen Development, Hunt Oil Company, Sage Advisory Services, San Antonio Fire & Police Pension, Shell, Stage Stores, Sogetti, Teacher's Retirement System, Texas Bond Review Board, VISA, WellMed Medical Management, and Wells Fargo. The Department of Accounting hosted "Meet the Firms" in fall 2014 and the annual Accounting Spring Career Fair in spring 2015. In the fall, 90 representatives from 29 firms, government agencies, and other professional organizations met with over 150 accounting majors. In the spring, 30 CPA firms and companies attended with 150 students participating.
 - The School of Nursing, in the College of Health Professions, hosted a career fair in the fall for graduating seniors and invited potential employers. Twelve potential employers participated. Prior to the fair, intensive resume writing and interviewing skills workshops were

- provided in conjunction with the student nurses organization. In the spring, four health systems were invited to meet with graduating seniors to discuss their internship programs post-graduation.
- One career fair was provided at the Round Rock Campus (RRC Job & Vendor Fair), with 78 confirmed attendees. Twelve companies were in attendance including No Time for Social, Northwestern Mutual, Total Quality Logistics, NFP Insurance, Progressive, White Lodging, Kerby Lane Café, Todd Durflinger State Farm, Cedar Park Recovery, Wells Branch MUD, UFCU, and US Army.
 - In the Student Affairs Division, the Office of Disability Services brought in recruiters from the Workforce Recruitment Program. The WRP is a recruitment and referral program that connects federal and private sector employers nationwide with highly motivated college students and recent graduates with disabilities who are eager to prove their abilities in the workplace through summer or permanent jobs. ODS also partnered with Bender Virtual Career Fair, which provides an opportunity for employers and job seekers with disabilities to connect online and network from the convenience of their homes or offices. For employers seeking to expand their talent pool of individuals with disabilities as a part of their diversity and Section 503 compliance outreach initiatives, the Bender Virtual Career fair provides access for Texas State Students to engage in this unique opportunity. Career Services increased the number of job fairs (20 held).
- Number of internships completed by students:
- The College of Applied Arts has 147 external affiliation agreements to facilitate internships in Texas and out of state.
 - The total number of internships in McCoy College increased from 221 last year to 254 this year.
 - HHP in the College of Education, had over 500 students complete internship/field experiences, while CLAS had 200 graduate students placed in professional internships across Central Texas.
 - In the College of Fine Arts and Communication, Communication Design had 55 undergraduate internships, Photography had five, Art History had seven, and Theatre had two graduate internships with professional theatre companies.
 - In the College of Health Professions, Nursing placed 82 students in area hospitals during spring 2015 to complete a 156-hour precepted experience (pairing students one-on-one with a registered nurse). Physical Therapy's DPT students completed 40 internships as well as placement in over 120 shorter clinical experiences. RTT students participated in clinical rotations with several clinical affiliates spanning from Round Rock to San Antonio.
 - Computer Science students in the College of Science and Engineering

completed more than 30 internships.

- The LBJ Student Center, in the Student Affairs Division, served as an internship site for the Student Affairs in Higher Education graduate program as well as select Communication Studies and Business internships. Five interns were hosted in 2014-2015.
- Number and list of programs and events to prepare students for graduate/professional education:
 - The Graduate College hosted two new events including a GRE strategy session and application writing session.
 - In the McCoy College, Tom Puffer, lecturer in the Department of Accounting, developed a new capstone research and consulting project for the Master of Science in Accounting and Information Technology (MSAIT) program in partnership with McCoy's Building Supply.
 - In the College of Liberal Arts, History hosted a Brown Bag discussion with various faculty on "Applying to Graduate School." Philosophy conducted a new faculty-led workshop on preparing and applying for graduate school.
 - Student Affairs reports that Career Services increased the number of graduate school events provided.
- Number and list of alumni-supported career events and initiatives to support student networking and career success: The Dean of Students Office, through the Leadership Institute and Greek Affairs provided events during 2014-2015 that facilitated students' successful transition to the workplace that included the following: 1) Leadership Institute Workshop Series events: a) "Beginning with the Handshake: New Practices for Professionalism" was hosted on Thursday, March 26, for 21 students to help them prepare for interviews for internships, jobs and graduate school, and b) "The Leadership Edge: Translating Student Involvement to the Workplace" was hosted on Tuesday, April 14, 2015, for 15 students to assist them in developing a resume and preparing for interviews by highlighting how their leadership involvement can be beneficial in a professional career; 2) Leadership Institute Annual Conference Breakout Session "Marketing Your Transferable Leadership Skills" was hosted on February 20, 2015, as part of the Leadership Institute Annual Conference for approximately 50 student attendees to help identify what transferable skills employers are seeking when they evaluate involvement in college; 3) Greek Affairs assisted the Dean of Students Office chartered student organization the Interfraternity Council to host the first faculty and staff mixer in December 2014 promoting networking skills for student leaders; 4) Greek Affairs assisted the Dean of Students Office chartered student organization Order of Omega to host an etiquette dinner for Greek members to prepare them for business

dinner in Fall 2014; and 5) The Greek Affairs Executive Council Kick off in August 2014 included a presentation from Career Services on general business etiquette.

- **Number and list of on-campus student employment career preparation programs and initiatives:** In the McCoy College, seven professional development events were offered to MBA students in 2014-2015, three in San Marcos and three in Round Rock. Events included an etiquette dinner and workshops on how to get ahead in the job search after graduation, as well as taking advantage of events outside the classroom. Dr. Gale Wiley, former director of MBA Communications at Rice University, provided students with tips on developing, practicing, and implementing high-level communication and presentation skills for the classroom and workplace. Ms. Natalie Rougeux, a lawyer in the San Marcos area, provided current students with negotiation skills applicable to negotiating both employment and contracts. A New York City image consultant, Ms. Keila Tyner, coached students at both campuses via Skype on professional appearance, wardrobe, nonverbal skills, and overall professional presence. Campus Recreation, in the Student Affairs Division, provided student development doing on the job training for 300 student employees. The department also initiated an undergraduate professional development scholarship for student employees.
- **Number and list of face-to-face career counseling appointments:**
 - Career Services liaisons to McCoy College met one-on-one with 365 students to discuss strategies for job search and interviewing, professionalism, how to dress for success, networking and the use of networking tools such as LinkedIn. They performed an extensive review of the students' resumes. They also presented several workshops to business students and made 83 presentations on career-related topics to approximately 3,342 students.
 - The Round Rock Campus provided a total of 58 career counseling appointments in 2014-2015.
 - Career Services, in the Student Affairs Division, held 4,915 face-to-face career counseling sessions and 935 PACE career counseling sessions.
- **Number of PACE career counseling sessions:** In 2014-2015, PACE career counselors met with a total of 920 individual appointments.

3.9 Continue faculty and student information literacy initiatives that support student learning.

Key Performance Indicators*:

- Number of literacy sessions provided
- Number of faculty and students served

• **Number of information literacy sessions provided: 545.**

• **Number of faculty and students served: faculty - 13,574, students - 5,999.**

3.10 Implement Personalized Academic and Career Exploration (PACE) to foster retention and success.

Key Performance Indicators*:

- Number of freshman students served
- Number and list of support programs provided
- QEP successes based on outcomes achievement and continuous improvement

• **Number of freshman students served:** The PACE Center welcomed 5,229 new freshmen to Texas State in fall 2014 and provided direct services to this group through academic advising, career counseling, peer mentoring, and academic coaching. These students also received instruction designed to increase career readiness and awareness through the US 1100 University Seminar program. Career Services, in the Student Affairs Division, reports 935 student contacts in career counseling sessions and at least 100 US1100 career-related presentations offered.

• **Number and list of support programs provided:** The PACE BAR (Bobcats Are Resilient) program, where academic advisors and academic coaches partner to improve the success of freshmen who complete their first semester on academic probation, positively impacted freshman achievement. Of the 310 participants, 143 (46.1) returned to good academic standing at the end of spring 2015. Overall, 230 of 310 participants (74.2 percent) improved their GPA by the end of spring 2015. Finally, 82.2 percent of those students who improved their GPA by the end of spring 2015 persisted to the subsequent term (189/230). In the Student Affairs Division, Campus Recreation developed and hosted the Bobcat Preview CARE Program. All incoming new freshman students were brought into the Student Recreation Center to connect with student organizations, Student Affairs departments, and faith-related groups. In addition, members of the LBJ Student Center staff worked closely with the iCat co-curricular transcript program and contributed to the assessment of its impact on the QEP, along with the Student Affairs Assessment Team.

• **QEP successes based on outcomes achievement and continuous improvement included:** 1) PACE freshmen earned an average of 27 SCH in

their first year, or 4.2 percent more credits than were earned in the first year of college prior to PACE implementation; 2) the number of peer mentors, academic coaches, and of US 1100 sections served by a peer mentor continued to increase. As a result, the percentage of US 1100 sections served by a peer mentor increased from 37.5 percent in fall 2013 to 51.5 percent in fall 2014 and the overall percentage of freshmen served by peer mentoring and academic coaching increased from 41.3 percent to 56.7 percent from year to year; 3) freshman persistence and retention were positively impacted by PACE MAC (mentoring and academic coaching) services. 92.9 percent of freshmen receiving PACE MAC services persisted from fall to spring, compared to 90.4 percent of freshmen who did not receive PACE MAC services (institutional average = 91.7 percent). 79.1 percent of freshmen receiving PACE MAC services were retained from fall to fall, compared to 76.9 percent of freshmen who did not receive PACE MAC services (institutional average = 78.2 percent).

Goal 4: Enrich our learning and working environment by attracting and supporting a more diverse faculty, staff, and student body.

4.1 Attract and retain a diverse faculty and staff.

Key Performance Indicators*:

- Number and percent of female full-time faculty and staff compared to prior year
- Number and percent of African American, Hispanic, and other minority faculty and staff compared to prior year

- **Number and percent of female full-time faculty and staff:** In fall 2014, there were 597 (47.8 percent) female faculty and 1,139 (55.3 percent) female staff compared to 566 (47.2 percent) female faculty and 1,129 (55.5 percent) female staff in fall 2013.
- **Number and percent of African American, Hispanic, and other minority faculty and staff:** In fall 2014, there were 270 (21.6 percent) minority faculty and 854 (41.4 percent) minority staff compared to 243 (20.3 percent) minority faculty and 855 (42.0 percent) minority staff in fall 2013.

4.2 Remain a Hispanic Serving Institution.

Key Performance Indicators*:

- Number and percent of Hispanic student enrollment compared to prior year
- Number and percent of Hispanic student graduates compared to prior year
- Number and percent of Hispanic students retained compared to prior year

- **Number and percent of Hispanic student enrollment:** In fall 2014, Texas State had 11,606 (31.6 percent) Hispanic students enrolled compared to 10,678 (30 percent) in fall 2013.
- **Number and percent of Hispanic student graduates:** Texas State had 1,882 (25.6 percent) Hispanic graduates in fall 2014 compared to 1,726 (23.6 percent) in fall 2013.
- **Number and percent of Hispanic students retained:** The overall percentage of Hispanic student retention was 73.2 percent in fall 2014 compared to 74.1 percent in fall 2013.

4.3 Enhance student recruitment, retention, and support programs for all racial, ethnic, gender-based, and international groups.

Key Performance Indicators*:

- Examples of new academic, student support, and administrative programs provided
- Number of students served with support activities
- Number and list of new recruitment activities
- Number and list of new academic, student support, and administrative retention activities

- **Examples of new academic, student support, and administrative programs provided and number of students served:**
 - Fifty international students participated in three pre-arrival webinars in July and August 2015 after the International Office implemented a new online pre-arrival orientation program on the Zoom video-conferencing platform.
 - International Minds committee implemented eight events, serving 723 students.
 - During International Education Week, the International Minds Committee coordinated the Student Thanksgiving Luncheon with 145 attendees.
 - TSIE conducted Conversation Circles to unite Texas State domestic students with international students in FY 2015 with 142 participants.
 - In the McCoy College, Dr. Lu Montondon, Professor of Accounting, and Ms. Kathy Moffitt, Lecturer in Accounting, developed a Bridge to Success program. Partnering with Bruce Howard of Career Services, this one-day program is targeted to students taking Intermediate I and is designed to provide a foundation for course success as well as professional development.
 - The Round Rock Campus provided Writing Center appointments for 543 students, as well as 58 workshops with 108 attendees in 2014-2015.

- The LBJ Student Center Involvement Fair drew an average of 1,100 students over two days each semester to recruit student organization members.
- The number and list of new recruitment activities:
 - TSIE recruited at two events in FY 2015: TIEP University Fair on April 10, 2015 and Monterrey University Fair on May 12, 2015.
 - In August 2015, Texas State signed a contract with the American International Recruitment Council (AIRC) to facilitate partnerships with AIRC certified agents that are committed to transparent and ethical international student recruitment practices.
 - The Graduate College had a booth at the Student Resource Fair for students, veterans, and transfers; placed an ad in the National Graduate Black Student Association Conference to recruit students; placed an ad in the San Marcos Daily Record advertising the Graduate and Professional Fair; attended the American Association of Hispanics in Higher Education (AAHHE) National Conference; co-hosted the Coalition of Black Faculty and Staff Sponsored Luncheon for Graduate Students (36 attendees); hosted the Bilingual Symposium for Graduate Students (52 attendees); created a new project on Declining Enrollment, involving a discussion with seven graduate programs dealing with declining enrollments and developed an action plan on how to reverse these enrollment trends.
 - In the College of Education, Curriculum & Instruction facilitated undergraduate recruitment efforts through local school district Future Teacher programs: 280 high school students and teachers attended the Texas Association of Future Teachers conference hosted by C&I, 70 high school students from Giddings, San Antonio, and San Marcos participated in campus tours hosted by C&I faculty, fifteen 5th graders from the College Awareness Program participated in campus tours hosted by C&I faculty.
 - Faculty in the College of Health Professions volunteered their time and expertise to cover an exhibit booth for the TxHIMA state conference. In the fall, HIM started recruiting at the national level by operating an exhibit booth at the AHIMA convention. Physical Therapy conducted recruitment activities at seven institutions in the state of Texas for new graduate students. RTT intentionally targeted universities with at least a 95 percent Hispanic student population enrollment to conduct Marrow Donor Registration Outreach drives. During these three-day visits tables, signage, banners, and garments displayed by RTT students and faculty make direct contact and market the program, reaching minority students across the southern regions of the state of Texas.
 - Within the College of Liberal Arts, Philosophy was involved in outreach to Prairie View A&M Humanities Programs. Political Science enhanced discourse on democracy program, which recruits a diverse range of

students to the major and offers academic enrichment as a means of engaging and retaining students. The Sociology graduate director enhanced recruitment and retention by attending undergraduate classes to do presentations on graduate programs in sociology; participating in the Southern Sociological Society graduate program poster recruitment session; and developing an extensive list of resources for graduate students. In the Center for International Studies, the coordinator made graduate recruitment trips to Texas Tech Graduate Fair, University of El Paso Graduate Fair, Texas A&M Kingsville Graduate Fair, Texas A&M Corpus Christi Graduate Fair and Texas A&M International Graduate Fair.

- Within the College of Science and Engineering, Dr. Clara Novoa, in the Ingram School of Engineering, participated in the SPARK scholarship program which recruits female/underprivileged students in STEM fields. Additionally, MSEC faculty members traveled to UT Pan American to recruit new doctoral students. The Biology collaborative USDA-HIS project with Agriculture was used to specifically recruit Hispanic MS students into science-based education, with financial support for two years. In Engineering Technology, Dr. Kimberly Talley's NSF-STEM Rising Stars grant is engaged in recruitment and retention of underrepresented minorities and women into the STEM field.
- The Round Rock Center focused on recruitment and outreach activities at Austin Community College and Temple College, both primary feeders to RRC. Thirty-four events were held, with 465 attendees.
- Number and list of new academic, student support, and administrative retention activities:
 - In the College of Fine Arts and Communication, School of Art and Design retention efforts included 12-16 exhibitions including curated shows, juried group shows, invited artists solo or group shows, selections from the permanent collection, and seven BFA Thesis exhibitions; eight concerts in the galleries with the Texas Mysterium for New Music Ensemble from Music Department, directed by Richard Hall; 12-15 public lectures through the Art & Design Lecture Series (invited speakers included visiting artists, art historians, critics, collectors, and designers); and 6-10 presentations of videos and experimental films through the LUMA video series selected by Art & Design faculty and students. Art History retention efforts included: an internship course; a workshop on finding internships; a workshop on applying to graduate school; professional practice components integrated within Thesis II (includes session with Career Services on what to do with an art history degree); Art History Association activities (student organization); and professional practice components integrated with new course: Art Criticism and Writing (includes visits/tours to local art institutions). Retention efforts in art education included: Art Education Student

Organization [National Art Education Association]; two Facebook pages, the program uses these to stay in touch with students and provide help/input as needed; faculty met with our majors and graduates during annual conferences; faculty provided workshops in addition to the classroom activities; program brought in professional educators to enrich the program and better prepare majors; and ArtSpace program provided instructional opportunities/experiences in the community through ArtSpace. Retention efforts in Photography include: Graduate School advice sessions with alumni; field trips to: Art Pace, The Contemporary Austin, The Witliff, The Harry Ransom Center at UT Austin, Lora Reynolds Gallery, Artist Studios, CoLab Projects, East Side Studio Tours; FotoFest International Portfolio Review Shadowing; Borderland Collective (student volunteers help organizing materials and exhibitions); Lake Were Rivers (A photography collective whose members include four photography faculty members, select students assist on the production of artworks); Middle Gray Photography Association (offered to all students with an interest supervised by photo faculty) year round field trips, photography meet ups, juried exhibitions organized, publications; visiting lectures, 3-4 per semester; and Thesis Class and exhibits. Retention efforts in Expanded Media include: visiting artists, critics, and historians for lectures & studio visits with students; LUMA Project Space shows videos by national and international artists as well as work by students; students participated in an exchange video art screening with Ball State University; students were guided through jurying an international video art screening; and end of semester public video screenings. Retention efforts in Communication include: Kinetic Typography Graduate Workshop with Czech Designer Jan Tomas; movies in the park(ing lot) Movie: Exit Through the Gift Shop; BrandNew Conference WebCast; The Carve (resurrected from the dead) event: Pumpkin carving contest; How to apply for a job? Panel Discussion with Design recruiters from Austin (Frog Design etc) for Graduating Seniors; AIGA TXST: The Critique (portfolio review with alumni, seniors); Computer Science + ComDes Hackathon; Exit Review at T3 Design Studio Austin; and Hearing Sentinel Entrepreneurial Workshop to develop hearing sentinel + identity design in conjunction with MSEC department.

- In the Student Affairs Division, Greek Affairs staff implemented a new academic support service in fall 2014 by providing organizations with monitored student GPA data for students both before and after they joined student organizations. Greek Affairs compiled a new scholarship manual to provide each of the 36 social Greek letter organizations, all of which are either gender-based groups, racial-based groups, or both.

4.4 Expand efforts to promote diversity and inclusion among all faculty, staff, and students.

Key Performance Indicators*:

- Examples of new/modified academic programs that added multicultural or multi-perspective content
- Number of new/revised courses with multicultural or multi-perspective content
- Examples of new academic, student support, and administrative programs/activities provided (e.g., activities related to Common Experience)
- Number of individuals served in academic, student support, and administrative programs/activities

• Examples of new/modified academic programs that added multicultural or multi-perspective content:

- In the College of Education, Quetzal Film Series hosted by Curriculum & Instruction brought documentaries and films related to social justice issues to students and faculty in education and across campus.
 - The Nursing program, in the College of Health Professions, added a new student organization, Men in Nursing, to foster a means for male students who are considered a minority in the Nursing field to feel supported. Over 20 male students attended.
- Number of new/revised courses with multicultural or multi-perspective content: The Center for Diversity and Gender Studies reports that 16 new/revised courses have been added to its inventory of courses with multicultural or multi-perspectives. Total number of courses with this designation is 605.
- Examples of new academic, student support, and administrative programs/activities provided and number of individuals served:
- The Graduate College presented the keynote address at the International Research Conference for Graduate Students on ensuring academic success of Latina/o students (over 100 students attended).
 - The McCoy College hosted the 5th Annual Roundtable 360 panel on “The Enhancement of Business through Diversity” in fall 2014. Panel members included Cynthia T. Cruz, consultant, communications and external relations expert; Dr. Ronald A. Johnson, assistant professor of History at Texas State University, specializing in diplomacy, religion, and cross-cultural relations; and Pat Pound, founding president of the Coalition of Texans with Disabilities. Approximately 325 students and faculty attended the event. To coincide with the University Common Experience, the 2015 theme for Business Leadership Week was “Examining the Impact of Diversity in Business.” Events included the keynote speaker, Mr. Felix Sanchez, chairman and co-founder of the

National Hispanic Foundation for the Arts; distinguished speaker, Ms. Irma Martinez, former senior human resources leader at IBM; and an executive leadership panel comprising of Dr. Gilda Garcia, chief diversity officer and director of Equity and Access at Texas State University; Dr. Herman Horn, operations director, Health and Human Services Civil Rights Office; and Ms. Angeles Valenciano, executive vice president of National Diversity Council. Twenty-four guest speakers addressed students on diversity issues in the workplace and on leadership in a variety of classes.

- Within the College of Liberal Arts, the Center for Social Inquiry sponsored an invited lecture by Dr. Joe Feagin on the Common Experience theme of Exploring Democracy's Promise: From Segregation to Integration.
- In fall 2014, Dr. Sharon O'Neil spearheaded the Common Experience event titled, "Exploring Democracy's Promise: The History of Integration in Williamson County." The event included performers and a panel of representatives from the Round Rock community who experienced integration of the schools.
- In the Student Affairs Division, the Dean of Students Office provided many student support services through several areas of the office that include the administrative support for the central office, Attorney for Students, Alcohol and Drug Compliance, Greek Affairs, Leadership Institute, Student Emergency Services, Student Justice and Student Ombudsman Services: 1) administrative support for the central office assisted a total of 9,518 students with answering questions and provided 115 students with notary services; 2) Alcohol and Drug Compliance Services provided the Marijuana 101 program for 174 students, 18 Alcohol Education Program for Minors classes educating 254 individuals; 3) Alcohol and Drug Compliance Services provided opportunities for community service to be completed by 615 individuals; 4) Attorney for Students spoke to over 2,300 students in US 1100 classes, residence halls programs and similar student organization activities; 5) Student Ombudsman Services assisted 44 students with finding resolution to university-related problems; 6) Greek Affairs assisted the councils they advise with hosting the following educational events: a) The Interfraternity Council hosted a new member welcome barbeque for 50 attendees in September 2014 for new members from all councils in the Greek community to promote more inclusion and highlighted the diversity of the community, b) The Multicultural Greek Council hosted a Heritage Fair fundraiser for 75 attendees in spring 2015 in a collaboration with other Latino/a based student organizations that had booths at the event; 7) The Leadership Institute hosted the following educational events for individuals: a) screened The Great Debaters as part of the Leadership Film Series on Tuesday, October 7, 2014, for 63 student participants and was connected with the Common Experience theme. Following the film, students and staff facilitators

engaged in dialogue about how using education and communication, they can work together to create safe and more inclusive environments in their communities, b) sessions that promoted diversity and inclusion during the 2015 Leadership Institute Annual Conference on Saturday, February 20, 2015 included the following: i) Shatter the Glass Ceiling: Achieve Success and Pave the Way (approx. 50 attendees), ii) Law and Order: Implications of Civil Rights Cases in Higher Education (50 attendees), iii) Deconstructing Disability: Looking Through a Different Lens (30 attendees), iv) United as Dreamers: Undocumented Students (50 attendees), v) The New Landscape: Legal Issues within the LGBTQIA Community (30 attendees), and vi) Exploring Cultural Perspectives through a News and Social Media Lens (50 attendees). In an effort to promote diversity and inclusion around the issue of chronic illness, Disability Services hosted three HIV/AIDS "Know Your Status" programs which provided free HIV testing for students, along with educational programming and outreach. Over 300 people attended each of the three events and testing was provided by the Bienstar grant and community outreach partners.

- According to the special assistant to the President, the Equity and Access Committee sends out a Call for Proposals to fund programming or initiatives related to diversity. In voting on proposals, the Committee considers the diversity impact each project will provide, as well as opportunities for recruitment and retention of all groups. For FY 2015, the Equity and Access Committee awarded a total of \$143,959 in diversity awards, with 42 being funded. In addition, a new category was added for a team award for the Excellence in Diversity Awards.

4.5 Seek historically underutilized business suppliers.

Key Performance Indicators*:

- Number of active HUB vendors compared to previous year
- Percentage of construction value issued to HUB vendors
- Number of active mentor/protégé partnerships compared to previous year
- Percent of total university procurement with HUB vendors compared to previous year

- **Number of active HUB vendors compared to previous year:** In FY 2015, there were 12 active HUB vendors as compared to 6 in FY 2014.

- **Percentage of construction value issued to HUB vendors:** In FY 2015, 33.14 percent of construction values was issued to HUB vendors as compared to 30.63 percent in FY 2014.

- **Number of active mentor/protégé partnerships compared to previous year:** In FY 2015 the number of active mentor/protégé partnerships

increased by two. In FY 2014 there were three mentor/protégé partnerships in place.

- Percent of total university procurement with HUB vendors compared to previous year: Total university procurement with HUB vendors increased by 21 percent in FY 2015, compared to 21.1 percent in FY 2014.

Goal 5: Develop and manage human, financial, physical, and technological resources effectively, efficiently, and ethically to support the university's mission.

5.1 Increase average full-time staff salaries in all categories.

Key Performance Indicators*:

- Percent increase in average salary levels for all categories

- Percent increase in average salary levels for all categories:

EEO Category	FY 14	FY 15	% Change
Admin	\$106,999	\$111,348	4.1%
Professional	\$57,816	\$ 60,504	4.6%
Clerical	\$36,773	\$38,675	5.1%
Technical	\$45,431	\$ 47,832	5.3%
Skilled Craft	\$42,218	\$ 44,071	4.4%
Service	\$26,759	\$ 27,874	4.1%

5.2 Increase number of full-time staff as a percent of all staff FTE.

Key Performance Indicators*:

- Number and percent increase in full-time staff compared to prior year
- Number and list of newly-created positions

- Number and percent increase in full-time staff compared to prior year: In FY 2015, there were 2,115 regular staff, compared to 2,051 in FY 2014. This is an increase of 44 employees or 2.2 percent.

- Number and list of newly created positions: There were 80 newly created staff positions:

Coordinator, New Student Orientation
Admissions Counselor
Staff Specialist (2 positions)
Coordinator, Department Recruiting

Child Care Teacher
Lab Services Technician
Child Care Teacher Aid (2 positions)
Research Associate
Outreach Coordinator
Associate Director, Equity and Access
Financial Aid Counselor
Financial Aid Processor
Research Coordinator (3 positions)
Student Development Specialist I
Coordinator, Social Media
Editor
Assistant Director Marketing
Sim Labs Specialist
Instructional Designer
Various (2 positions)
Academic Advisor I (2 positions)
Academic Advisor II
Coordinator, SCUBA
Research Technician
Business Manager, STAR Park
Coordinator, Testing Lab
Associate Dean, Academic Programs
EHS Specialist
Systems Analyst I (2 positions)
Engineering Project Manager
Procurement Analyst
Coordinator, Alternative Transportation
Program Staff
Instrument Technician
Media Tech I
Programmer Analyst II
User Service Consultant II (2 positions)
Online Course Developer
Instructional Designer
User Service Consultant II
Instructional Design Course Developer
Library Facilities Assistant
Librarian
Telecom Assistant
System Support Analyst
Information Security Specialist
Crew Supervisor, Custodians
Head Custodian
Custodian (9 positions)
Coordinator, Fitness and Wellness

Coordinator, Marketing and Promotions
Career Associate
Student Emergency Coordinator
Coordinator, Off-Campus Living
AC Mechanic II
AC Mechanic I
Physician
Student Development Specialist II
Conf Services Supervisor
Student Development Specialist II
Police Officers (2 positions)
Social Media Specialist
Special Assistant to VPUA (50%)

- 5.3 Provide merit increases and other recognitions based on performance in order to retain highly competent staff.**

Key Performance Indicators*:

- Merit increases awarded/not awarded
- List of recognitions received

• **Merit increases awarded/not awarded: 1,835 merit increases were awarded for eligible employees and 248 employees did not receive merit. Overall, 86 percent of eligible employees received merit.**

• **List of recognitions received:**

- **Within the Finance and Support Services Division: one Human Resources employee received Employee of the Month award; the Employee Wellness Fair Team received the FSS Quarterly Team award; Facilities staff received six of eight VPFSS Customer Service awards; Facilities staff received two Employee of the Month awards; Facilities Custodial Operations team received an FSS Quarterly Team Award and a Staff Council Rodrigo Rodriguez award; and the Facilities Grounds team received an FSS Quarterly Team award.**
- **In the Student Affairs Division, the director of Campus Recreation receive the VPSA Leadership Award.**

- 5.4 Maintain a physical setting that presents Texas State as a premier institution.**

Key Performance Indicators*:

- Number and list of new repair and renovation projects completed
- Number and list of new campus enhancement projects completed

- Number and list of new ADA modification projects completed

• **Number and list of new repair and renovation projects completed:**
According to the vice president for Finance and Support Services, Facilities completed a total of 20 repair and renovation projects with a total value of \$2.2 million:

- Alkek Office Renovations - \$69,200
- ASB North Renovation 353 - \$28,000
- Derrick Hall Renovation 230 - \$32,000
- Derrick Hall Renovation 239 - \$32,000
- Derrick Hall Renovation 329 - \$72,000
- Derrick Hall Renovation 113 - \$85,000
- Music Building Renovation 123 - \$35,000
- Music Building Renovation 221 - \$35,000
- Flowers Hall Renovation 256 - \$25,000
- Flowers Hall Renovation 228 - \$25,000
- Evans Liberal Arts Renovations 142, 144, 145 - \$53,500
- Evans Liberal Arts Office Renovation 222 - \$127,000
- Chemistry Renovation 100 - \$130,000
- Flowers Hall Classroom Renovation 254 - \$25,000
- Flowers Hall Suite G Renovation - \$243,000
- Freeman Ranch Office Renovation - \$25,000
- Chemistry Lab Renovations - \$400,000
- JCK Human Relations Office Renovation - \$51,800
- Music Classroom and Practice Room Renovations - \$574,000
- UAC Reheat Controls - \$84,000

• **Number and list of new campus enhancement projects completed:**

- The vice president for Finance and Support Services reports 88 projects completed in 2015 for \$5,025,435.42:
 - AG 301, 302, 225B Nelson Wing Renovation - Furniture - \$47,498.72
 - AG 201 and 203 Storage Room Reno - \$5,972.91
 - Agriculture Floral Cooler - \$7,366.58
 - Alkek ITS Room 129, 140 flooring project - \$13,130.81
 - Alkek 2nd floor Coffee Kiosk - \$6,406.00
 - Alkek 203 Office Renovation - \$22,478.73
 - Alkek 401 Office Renovation - \$36,864.13
 - ASBN 2nd floor C&I Institute for STEM - \$48,589.03
 - ASBN 2nd floor STEM Reno 214 - \$71,691.33
 - ASBN 350 Renovation - \$18,305.85

- ASBN 3rd floor Renovation for ODEL - \$292,425.66
- Bus Loop Digital Display Kiosk - \$15,239.56
- Campus ATM Installations - \$8,500.00
- CDC Room 110, 113, 115 - \$44,101.15
- CDC Room 203 Renovation - \$23,734.41
- Chemistry Lab Electrical Panel Upgrade - \$913,640.73
- CDC Erosion Control Project - \$2,679.87
- CDC Room 110, 113, 115 - \$51,495.24
- CDC Shade Structure Tree Trim - \$375.00
- College of Health Professions View Lite Installation - \$1,989.24
- Comanche Street Bridge C/O's 1-4 - \$411,164.89
- Derrick Hall 234, 241 Switch - \$5,607.97
- Derrick Hall for International Studies - \$169,508.18
- Derrick Hall Room 329 - \$4,192.55
- Digital Bus Loop Monitors - \$189.00
- Edward Gary Parking Garage Pay Machines - \$10,790.00
- End Zone Locker Room Floor Drains-Contractor - \$11,791.18
- Evan Liberal Arts 222 - \$360.56
- Evans Auditorium Stage Repair-Contractor - \$13,284.39
- Evans Building Signage Project - \$35,209.28
- Evans Liberal Arts 145 - \$57.00
- Evans Liberal Arts 243 to 255 Renovations - \$19,587.49
- Evans Liberal Arts 230 and 245 - \$22,188.73
- Evans Liberal Arts Room 338 Geography Reno - \$2,540.00
- Family & Consumer Science - \$30,850.00
- FCS/President Residence Pathway - \$12,260.00
- FPDC Plan Room Shelves-Contractor - \$5,057.61
- Harris 115 & 116 Door Project - \$6,848.15
- Health Professions 204 Carpet Replace - \$3,217.12
- JCK 111 Registrar's Office Renovation - \$49,013.54
- JCK 280 Graduate College-Tree Damage Repair - \$375.00
- JCK 480 VPUA Renovation - \$4,923.70
- JCK 783 Renovation - \$145,090.87
- JCK 420 Renovation - \$14,512.09
- JCK Renovations 844 - \$159,602.96
- JCK 300, 340, 342 - \$46,980.02
- JCK Swipe Card Project - \$48,957.08
- JCK TSUS Storage Room Shelving - \$633.28
- JCK280 Office Renovation - \$22,672.99
- Jowers HHP D105 D106-Furniture - \$10,589.95
- LBJ Student Center 5-6.1 Renovation - \$26,738.31
- LBJ Student Center 5th Floor Counseling - \$52,100.47
- LBJ Student Center Teaching Theatre - \$426,925.35
- MCS 361-356 Renovation - \$17,859.42

- Micro Power-Contractor Services - \$91,416.21
- Mini Bank-UAC Lighting Installation - \$1,770.00
- Mitte 1240 Renovation-C/O 1 - \$767.20
- Mitte 4233 & 4227 Renovation-C/O 1 - \$1,272.00
- Moon Street Round-a-Bout - \$16,844.00
- Music Storage-Riverside Apartments - \$44,416.09
- North LBJ Buss Loop Repair-Contractor - \$284,725.84
- Old Main Room 108A-C Renovation - \$8,750.00
- Old Main Space Planning - \$3,899.08
- Pedernales Bldg 109 Renovation-Furniture - \$13,936.14
- RF Mitte 3226B and 3241B Mezzanine Storage - \$3,384.00
- RF Mitte Hoods & Exhaust-C/O 1 - \$53,938.00
- RF Mitte Physics 3240 - \$26,568.57
- RF Mitte 4232 - \$18,475.25
- RF Mitte 3240 - \$296,978.89
- RF Mitte 5241/5244 Option 5-2 - \$35,145.25
- RF Mitte Swipe Card Reader Project - \$52,683.25
- RF Mitte 3223 Classroom Renovation - \$1,084.56
- RF Mitte 4203-4204 Collaborative Learning-Water System Repairs - \$1,396.60
- RF Mitte 1225F Aggregate Storage Bins - \$26,548.88
- RF Mitte 2209 Electrical - \$1,950.30
- RF Mitte 3-4 Egress Door - \$49,731.54
- RF Mitte 4-1 Raceway 4000 - \$123,639.89
- RF Mitte 5-2 5241 & 5244 - \$3,310.18
- River Center Dive Locker Room Improvements - \$24,999.01
- South End Zone Complex-Loading Dock-C/O 1 - \$1,698.32
- STAR One-Advanced Polymer & Nonmaterial - \$1,225.00
- Sterry Hall Asbestos Abatement - \$31,507.01
- Supple Science 331-Demo and Abatement - \$11,574.78
- Theater Arts 216 - \$130,000.00
- Theater Arts 216 Renovation - \$3,271.10
- UAC Laboratory Laundry-Washer/dryer - \$2,110.03
- West Campus Rec Storage-Fire Monitoring - \$2,078.30
- In the Student Affairs Division, the LBJ Student Center upgraded furnishings, offices and technical signage, including: 400 seat Teaching Theatre, Conference Services office suite, meeting room chairs, back-dock upgrades, new operations storage room, new walk-in freezer, George's games and interior finishes.
- Number and list of new ADA modification projects completed: The Finance and Support Services Division report indicates that three ADA projects with a total value of \$81,000 were completed: CDC ramps and steps at front entry, Derrick Hall 3rd floor ADA restroom upgrades, and

Round Rock Campus ADA door openers.
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5.5 Implement the Campus Master Plan update for 2012-2017 to ensure it meets the needs of the University.

Key Performance Indicators*:

- Number and list of capital projects completed
- Total cost of capital projects completed
- Number and list of property acquisitions
- Number and list of new "gray to green" projects completed per the Campus Master Plan

- | |
|---|
| <ul style="list-style-type: none">• Number and list of capital projects completed: Two projects including STAR One Finish Out and Bobcat Trail Utility Upgrades.• Total cost of capital projects completed: \$8,422,835.• Number and list of property acquisitions: Two property acquisitions - 1345 Thorpe Lane for Athletics and 1921 Old Ranch Road 12 for Forensics Anthropology.• Number and list of new "gray to green" projects completed per the Campus Master Plan: the Bobcat Trail utilities upgrade was completed and the pedestrian mall gray to green project (removal of portions N. LBJ Street, Bobcat Trail Drive, and Edward Gary Street) will come to final fruition in March 2016. |
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5.6 Maintain compliance with Coordinating Board classroom and class lab space usage efficiency standards.

Key Performance Indicators*:

- Total hours of classroom type activity taught anywhere on campus divided by total number of classrooms must equal or exceed 45 hours per week
- Total hours of classroom lab type activity taught anywhere on campus divided by total number of class labs must equal or exceed 35 hours per week
- Total number of weekly minutes taught in classrooms divided by 50 minutes and divided by total number of classrooms must equal or exceed 38 hours per week
- Total number of weekly minutes taught in class labs divided by 50 minutes and divided by total number of class labs must equal or exceed 25 hours per week
- Student station occupancy in classrooms is 65% or above for classrooms
- Student station occupancy in class labs is 75% or above for class labs

- **Total hours of classroom type activity taught anywhere on campus divided by total number of classrooms must equal or exceed 45 hours per week: Texas State achieved 47 hours per week.**
- **Total hours of classroom lab type activity taught anywhere on campus divided by total number of class labs must equal or exceed 35 hours per week: Texas State achieved 49 hours per week.**
- **Total number of weekly minutes taught in classrooms divided by 50 minutes by total number of classrooms must equal or exceed 38 hours per week: Texas State achieved 40 hours per week.**
- **Total number of weekly minutes taught in class labs divided by 50 minutes and divided by total number of class labs must equal or exceed 25 hours per week: Texas State achieved 38 hours per week.**
- **Student station occupancy in classrooms is 65 percent of above for classrooms: Texas State achieved 73 percent average percent fill.**
- **Student station occupancy in class labs is 75 percent or above for class labs: Texas State achieved 81 percent average percent fill.**

5.7 Expand and support professional development opportunities for faculty and staff.

Key Performance Indicators*:

- Examples of major new internal professional development workshops offered at main campus and Round Rock campus
 - Examples of major new internal faculty development sessions offered
 - Total number of faculty served through internal faculty development sessions
 - Total number of staff served through internal professional development sessions
 - Examples of external faculty development opportunities attended by faculty
 - Examples of external professional development opportunities attended by staff
 - Number of faculty developmental and supplemental leaves awarded
- **Examples of major new internal professional development workshops offered and number of attendees: The Professional Development office reports new internal workshops included: Outcomes Assessment Series, Surveys 101 Series, Financial Education Series, Health and Wellness Lunch and Learn, and 19 additional with a variety of topics (220 faculty participants and 4,135 staff). The Graduate College created a workshop**

for departmental graduate support staff held once per semester (65 attendees). In the University College, three internal faculty development sessions were offered in support of the US 1100 University Seminar program. These events were held in August 2014 and January and May of 2015, with 145, 55, and 166 faculty attending each session, respectively. At the Round Rock Campus, 37 workshops (e.g., PowerPoint Hyperlinking, Money Management and Budgeting, Interviewing for Upper Echelon Jobs) were presented with 208 attendees.

- **Examples of major new internal faculty development sessions offered and number of attendees:** During the 2014-2015 academic year, the office of Academic Development and Assessment offered 40 professional development workshops for faculty at Texas State. The workshops attempted to strengthen faculty members' efforts in the area of teaching and scholarly-creative activities. Approximately 350 faculty participated in these events. To meet the professional development needs of busy professors, the office of Academic Development and Assessment began offering online webinars. Fourteen webinars were offered during the academic year. The webinars were recorded and archived on Faculty Commons, a new password-protected online archive for professional development materials for faculty at Texas State. Faculty who are unable to attend the workshops can access the materials at their convenience. A special professional development opportunity was launched during the academic year. Twenty-four professors participated in a faculty learning community for globalization, with the goal to increase globalization efforts in teaching and scholarly-creative activities. Faculty received travel stipends for successful completion of the program. Faculty who present their findings at a professional conference or submit their findings to a scholarly journal received an additional stipend. Through electronic course fees, supported on-campus Quality Matters training, "Designing Your Online Course" and "Improving Your Online Course," for 33 faculty in spring 2015. In the College of Education, HHP initiated an orientation program for new per-course and lecturer faculty in the department.
- **Examples of external faculty development opportunities attended by faculty:**
 - In the College of Applied Arts, the School of Criminal Justice provided travel funding for three faculty members to attend statistical and methodological workshops to enhance their research skills.
 - Twelve faculty members participated in the McCoy College faculty externship program at various Texas businesses.
- **Examples of external professional development opportunities attended by staff:**

- In the College of Applied Arts, the School of Criminal Justice provided tuition assistance to two staff members, one of whom is completing a bachelor's degree and one has completed a master's degree and is now pursuing a second bachelor's degree.
- Seven members of the McCoy College Advising Center attended the TEXAAN Conference and Professional Development Day at The University of Texas at Austin.
- In the Finance and Support Services Division, the General Accounting Office sent three members to the College Business Management Institute (CBMI) hosted by SACUBO on the University of Kentucky Campus. Individuals participate in 28 hours of instruction each summer for three years to earn a certificate of completion. Facilities staff attended conferences by the following organizations: Society for College and University Planning (SCUP), APPA - Institute for Facilities Management, American Water Work Association-Texas Chapter, Association of Energy Engineers (AEE)-Certified Energy Manager, International District Energy Association (IDEA), American Society of Civil Engineers-Environmental & Water Resources Institute (EWRI) Austin Chapter, State Office of Energy Conservation (SECO), National Fire Protection Association (NFPA), Clean Air Through Energy Efficiency (CATEE)-Texas, TCEQ-Water Quality/Stormwater, APPA-Supervisor's Toolkit, National Association of Educational Office Professionals (NAEOP) annual conference, Texas Educational Support Staff Association (TESA) annual conference, and ServPro Mold Remediation. Business Services Council and members of their units attended conferences by the following organizations: National College and University Business Officers (NACUBO), National Association of College Auxiliary Services (NACAS), Texas Parking and Transportation Association, Midwest Campus Parking Association, and Texas Association of Senior College and University Business Officers (TASCUBO).
- Number of faculty developmental and supplemental leaves awarded:
 - In the College of Applied Arts, five faculty members in SCJ were awarded faculty development leaves to pursue research and scholarly activities.
 - Six McCoy College faculty members were awarded faculty development leave during the year. Fourteen faculty members received approximately \$42,000 in financial support to pursue professional development in teaching and/or research.
 - In the College of Liberal Arts, History awarded the Swinney Development Leave for the first time to support faculty research.
 - Within the College of Science and Engineering, the Department of Chemistry and Biochemistry had one faculty development leave

granted.

- 5.8 Support structured, standards-driven web course development and programs that enable faculty to appropriately integrate technology into the teaching-learning process.**

Key Performance Indicators*:

- Examples of new web-based courses offered compared to prior year
- Number of faculty completing distance education training
- List and dollar amount of new resources provided to support distance learning
- List and dollar amount of new resources provided to support technology in the teaching and learning process
- Number and list of current excellence in online teaching awards

The number of online and hybrid course sections at the undergraduate level grew from 321 in FY 2014 to 417 in FY 2015 (29.9 percent growth rate). The number of online and hybrid course sections at the graduate level grew from 210 in FY 2014 to 216 in FY 2015 (2.9 percent growth rate).

- **Examples of new or additional online and hybrid courses at the undergraduate level were offered in Anthropology, Biology, Communication Studies, Computer Information Systems, Criminal Justice, English, Family and Child Development, Mathematics, Nutrition, Philosophy, Psychology and Sociology in FY 2015. New or additional online and hybrid courses at the graduate level were offered in Accounting, Mass Communication, Music and Sociology in FY 2015. In the McCoy College, BLAW 2361 was modified for online delivery. ACC 5355, Professional Accounting Research, was developed into a hybrid course. In the College of Health Professions, Nursing developed eight new distance courses for the MSN-FNP program, seven evaluated and re-designed. HIM's online master's program completed six courses. In the College of Liberal Arts, Anthropology offered ANTH 4304 Language, Culture and Society online, while in Modern Languages the Spanish correspondence courses (1410, 1420, 2310, and 2320) were converted to an online format. Sociology offered five online courses: SOCI 5383 Seminar on Aging, SOCI 5351 Introduction to Dementia, SOCI 5352 Dementia and Care, SOCI 5355 Social Psychology of Dementia, and SOCI 4308 Quantitative Research Methods (Hybrid). The Center for Diversity and Gender Studies also taught a new online course, DVST 5320.**
- **Number of faculty completing distance education training from September 2014 through August 2015: 185.**
- **List and dollar amount of new resources provided to support distance learning: Electronic course fees totaling \$1,727,725.44 transferred to**

academic departments in FY 2015; \$9,000.00 provided for online course development; \$143,546.62 salary/fringe for additional instructional designer, and two course developers in ITS.

- List and dollar amount of new resources provided to support technology in the teaching and learning process: Paid or obligated \$20,400 in training stipends to faculty for completion of ITS training; \$2,726.21 in electronic course fees used for Quality Matters on campus training for 33 faculty in spring 2015; \$12,159 in additional faculty/staff training and resource materials, e.g., memberships and subscriptions totaling \$1,915,557 in new resources provided by electronic course fees and Distance and Extended Learning. In the McCoy College, audio-video technology in several classrooms and video-conferencing facilities in the college received an upgrade with new video capturing and streaming equipment to support live video capturing and streaming of lectures to support participation by students at remote locations and distance education as well as research collaborations (total cost \$77,000). Information Technology purchased the Ensemble Video Content Management System, including a software purchase, and a TR hardware purchase totaling \$78,778.50.
- Number and list of current Excellence in Online Teaching awards: one award recipient and two runners-up recognized in April 2015. Award recipient received \$2,500, and each runner-up received \$1,250. Awardees in FY 2015 included: Dr. Christine Norton, Social Work (recipient); Elizabeth Clark, Journalism and Mass Communication (runner-up); and Marylyn Kajs-Wyllie, Nursing (runner-up)

5.9 Reduce deferred maintenance in existing facilities.

Key Performance Indicators*:

- List and total cost of deferred maintenance projects completed

- List and total cost of deferred maintenance projects completed: Facilities completed a total of five deferred maintenance projects (\$2.5 million): Derrick Hall HVAC Phase II, Freeman Aquatic HVAC replacement, Math and Computer Science HVAC replacement, and Child Development Center HVAC VAV replacement.

5.10 Ensure compliance with SACSCOC standards to continuously improve overall institutional effectiveness.

Key Performance Indicators*:

- Number and list of major process improvements made to address specific SACSCOC standards
- Number of IE Council meetings held and level of participation
- Number of disseminations of SACSCOC-related information

- **Number and list of major process improvements:** three major process improvements included - drafts of narratives and QEP impact report were developed for the SACSCOC Fifth Year Interim Report. Significantly modified AA/PPS 2.16, Distance Education Courses and Programs, to integrate federal regulations, SACSCOC standards, and Coordinating Board rules into expectations and processes for course and program development, faculty qualifications, departmental support, student services and related aspects of distance education. All UPPS documents have been reviewed and brought current through 2015 in preparation for the Fifth Year Interim Report submission.
- **Number of IE Council meetings were held:** two.
- **Number of SACSCOC related disseminations:** The President's Cabinet and Board of Regents were provided updates on progress toward the completion of the SACSCOC Fifth Year Interim Report.

5.11 Effectively engage alumni and external constituents to influence and generate human and financial capital opportunities.

Key Performance Indicators*:

- Number and list of alumni and new external constituent (parents, families, businesses) outreach activities
- Total annual value of alumni and external constituent contributions
- Number and percent of alumni donating to Texas State
- Number and percentage of alumni who have graduated in the last five years that donate to Texas State
- Number of alumni volunteering their time on behalf of Texas State (e.g., board participation, Chapter leadership, guest speakers, faculty, advisory boards, judges, research)
- List of new student and alumni collaboration efforts (e.g., conferences, mentoring)
- Number and list of recognized alumni achievements
- Number of events and total participation at Alumni Association sponsored and co-sponsored events
- Number of recognized alumni chapters, number of alumni chapter hosted events, and annual participation at these events

- **Number and list of alumni and new external constituent outreach activities:**
 - The vice president for University Advancement reports that eight away game tailgates were held and five Cats Caravan events.
 - In the College of Applied Arts, alumni events were held in Houston,

Dallas and NYC by FM and CA.

- **The College of Fine Arts and Communication hosted an Alumni Exhibition in their galleries.**
- **The College of Health Professions' academic units participated in a number of alumni outreach activities. CDIS during spring 2015, hosted a table at the Annual Texas Speech-Language-Hearing Association convention open house to meet and greet alumni. Also, students were inducted a semester prior to graduation to try to engage alumni in the Nursing honor society and keep them as active alumni. Four alumni returned for a senior panel in spring 2015 as part of preparing students for the "real world of nursing."**
- **In the College of Science and Engineering, the Departments of Mathematics and Biology created a newsletter that was sent to alumni and external constituents.**
- **In the College of Liberal Arts, English launched a new Donor and Alumni Advisory Council. The History Department invited an alumnus to serve as the speaker for the Phi Alpha Theta Banquet, while Philosophy alumni participated in the Philosophy Dialogues as presenters and attendees.**
- **Total annual value of alumni and external constituent contributions: University Advancement reports that the total value of cash and new commitments from alumni and external constituents was \$24,432,144. The McCoy College Development Foundation received \$498,303 in contributions and pledges totaling \$350,000.**
- **Number and percent of alumni donating to Texas State: Using U.S. News criteria for alumni participation, the university had 137,587 active alumni in FY 2015, with 5,337 donors. This constitutes an alumni participation rate of 3.9 percent.**
- **Number and percentage of alumni who have graduated in the last five years that donate to Texas State: The five-year giving rate (defined as any gift made between 9/1/2009 to 12/31/2015) was calculated for the undergraduate class of 2010. Out of 5,119 graduates, 744 (or 14.5 percent) have made a gift to the university since graduation.**
- **Number of alumni volunteering their time on behalf of Texas State: There were 106 total Alumni Association volunteers (64 chapter leaders, 34 alumni board members, 11 other volunteers (five table hosts and six panel presenters)).**
- **List of new student and alumni collaboration efforts: Student Leaders & Scholars Luncheon, hosted by the Alumni Association Board of Directors in April 2015**

- **Number and list of recognized alumni achievements:**

- According to the vice president for University Advancement, six distinguished alumni were honored in October 2014: Dr. Patrick Cox ('88), the Honorable Veronica Edwards ('86), Mr. Robert Grogan ('70), Mr. John McCall ('70), Brig. Gen. John Michel ('87), and Dr. Melba Vasquez ('72).
- The Graduate College presented the Outstanding Master's Thesis Award in Digital Scholarship; the Outstanding Master's Thesis Award in the Life Sciences; the Outstanding Master's Thesis award in the Social Sciences, Business, and Education; and the Outstanding Dissertation Award in the Life Sciences.
- In the College of Fine Arts and Communication, Theatre Alum Roberta Colindrez appeared in the Tony-winning musical, Fun Home; Theatre Alum Bobby Moreno appeared in the new David Bowie musical, Lazarus. Both Bobby and Roberta were Drama Desk award nominees.
- The College of Health Professions' School of Nursing invited two former students to participate in the study abroad Nicaragua trip in January 2015. They were hired to be program faculty to help supervise and teach the 35 student participants.
- In the College of Liberal Arts, English expanded efforts in the undergraduate internship course to connect students with alumni. The Legal Studies Program invited alumni to speak to current students. The Sociology Department sponsored a panel of alumni who have applied research jobs to talk to undergraduate and graduate students about finding applied research positions.
- Number of events and total participation at Alumni Association sponsored and co-sponsored events: 72 sponsored/co-sponsored events were held with a total participation of 3,843 (includes chapter event totals).
- Number of recognized alumni chapters, number of alumni chapter hosted events, and annual participation at these events: 17 recognized chapters; 46 chapter events; total participation of 1,360

5.12 Assess the needs and opportunities to refine Alkek Library utilization to improve support for the achievement of faculty and student instruction and research.

Key Performance Indicators*:

- Number and list of library assessment activities
- Number and list of library improvements made

- **Number and list of library assessment activities: 16**

- **Administrative Services** assessments in areas of financial management, custodial care, and human resource management
- **Librarian Career Ladder** benchmarking study
- **Learning Commons** prototypes (collaborative zone, Instant Theatre, Mixed Study Space, Alkek Collaboration Center, reservable study rooms)
- **Hybrid research tools** (Browzine, Datazoa, Curriculum Builder)
- **Library/research analytic tools**, SciVal and Incites, and Plum Analytics
- **Five-year academic program reviews** (library collection assessments) for CLAS, Communication Disorders, Psychology, Philosophy, OWLS and Journalism & Mass Communication
- **Collection analyses** for: ABET accreditation, Nursing DNP proposal, MSHIM program proposal, Digital Media Entrepreneurship, and Interior Design accreditations
- **Successfully completed LibQUAL** web-based survey of library user perceptions
- **Conducted user experience “mystery shopper”** assessment
- **Conducted Information Literacy** assessments for English 1320 classes and selected upper division classes.
- **Developed online assessment** of ENGL1320 and ENGL3300 information literacy instruction
- **Research consultation service**
- **Records Management workshops**
- **Wittliff Collection materials** created by women, Mexican-Americans and Mexican nationals
- **Use of Wittliff Collections** by Texas State community members
- **Satisfaction of attendees** at Wittliff sponsored events
- **Number and list of library improvements made: 32**
 - **Learning Commons – Coffee/snack bar, Combined Service Point** (Circulation and Research & Information), 3D printer purchase, reservable study rooms on 5th floor and Instant Theatre
 - **Added GIS Services Specialist**
 - **Sierra/SAP interface**
 - **Grant funding** obtained for five key online resources: JSTOR Business IV, JSTOR Arts and Sciences XIII, Sixties: Primary Narratives and Personal Documents, American Consumer Culture Market Research and American Business, and Victorian Popular Culture Collections I-III
 - **Electronic Journal back files** acquired from Wiley, Sage, and JSTOR Arts and Sciences XIV
 - **Activated first demand-driven programs** for streaming videos (Kanopy), journal articles (ReadCube), and DRM-free ebooks (JSTOR)
 - **Weeded over 16,000 journal volumes** with stable online versions and over 6,000 AV items

- Achieved 2.8 days turnaround time for cataloging general collection materials
- Cataloged over 14,000 government documents retroactively
- Completed various digitization projects including
- 125 oral history cassettes and open reel tapes
- Entire run of the Pedagog and created an online publically accessible Omeka site
- Materials from the Santiago Taffolla archive in the Wittliff Collections and created an online Omeka exhibit
- Rodrigo Moya photographs for UT Press book
- 4,999 manuscript pages and photographs from R.H. Bing collection in the University Archives
- 2,784 football negatives and 503 yearbook negatives from the University Archives and created a Flickr site to host images and accept tagging
- 3,038 manuscript pages and photographs from the Aquarena Springs collection
- 6,202 pages of Cormac McCarthy manuscript pages from the Wittliff Collection for preservation
- Received grant to digitize 524 historical newspapers from Hays County and Southwest Texas State dating from 1874-1945
- Added 33 new paid electronic resources
- Created process to vet faculty vitas for purposes of adding faculty publications into Digital Collections
- Implemented “text a call number” functionality scripts for Sierra WebPac
- Added STEM Librarian and Humanities Librarian positions
- Added two Learning Commons Assistant positions and a Library Experience Librarian position
- Hosted Scholarly Communication events
- Increase Your Research Visibility: Making an Impact with your Research (Oct)
- Enhance Your Researcher Profile – vendor fair (Nov)
- Library promotional initiatives
- Boko READ poster
- Obtained Common Experience minigrant for two film showings – Dallas Buyers Club and Fruitvale Station
- Two gaming nights
- Developed Alkek in 60 Seconds videos and Shake it Off video to inform students

5.13 Ensure regulatory compliance, environmentally responsible and sustainable practices and the efficient use of energy and water resources.

Key Performance Indicators*:

- Percent of campus electric usage per square foot increase/decrease compared to prior year
- Percent of campus natural gas consumption per square foot increase/decrease compared to prior year
- Number and list of awards/recognitions for environmentally responsible practices
- Number and list of new environmentally responsible activities implemented
- Number of new activities implemented as a result of external audit findings

- **Percent of campus electrical usage per square foot increase/decrease compared to prior year: In FY 2015, campus electric use decreased for the third year by 6.25 percent on a kWh/gross square foot basis from the previous year to exceed the State-mandated annual goal of a 5 percent reduction per year.**
- **Percent of campus natural gas consumption per square foot increase/decrease compared to prior year: The FY 2015 natural gas consumption increased slightly by 2.3 percent on an MMBtu/GSF basis from the previous year due primarily to seasonal variations.**
- **Number and list of awards/recognitions for environmentally responsible practices: Recognition of Tree Campus USA program by the Arbor Day Foundation**
- **Number and list of new environmentally responsible activities implemented: Facilities partnered with EHSRM and implemented the MS4 permit requirements and expanded SWPPP compliance on construction projects. An Illicit Discharge Detection & Elimination Program (IDDE) was jointly developed and implemented by Utilities Operations, EHSRM and Facilities Operations. The program speeds the notification of IDDE for protection of campus stormwater and waterways which includes a 24-hour incident hotline. Facilities purchased our first six compressed natural gas/gasoline bi-fuel vehicles. Facilities purchased our first all-electric completely street legal vehicle, a Nissan Leaf. Facilities prepared a Consolidated Landscape Irrigation and Landscape/Turf Management Program in compliance with regulatory requirements. Facilities partnered with the City to develop a comprehensive Campus Water Quality Protection Plan (WQPP).**
- **Number of new activities implemented as a result of external audit findings: No information available**

5.14 Leverage Enterprise Resource Planning (ERP) and other technology investments to continually improve campus business and instructional support activities.

Key Performance Indicators*:

- Narrative list of campus business improvements enabled or enhanced by technology
- Number and list of new and enhanced instructional support activities provided

• Narrative list of campus business improvements enabled or enhanced by technology:

- **In the Finance and Support Services Division: the initial phase of the Concur booking tool was rolled out by the General Accounting Office to selected departments on campus. This phase was an experimental phase to determine if a campus-wide rollout is feasible. Accounts payable implemented optional electronic invoice submission rather than requiring paper invoices. Email notifications are issued to the traveler and any other creator upon approval of a travel request. Financial Services updated the vendor record history (FBL1N) for easier reading by campus. General Accounting Office moved Study Abroad from a paper based travel process to TRAVELTracks (SAP travel module). General Accounting Office began allowing certain incidental travel expenses to be reimbursed in TRAVELTracks rather than requiring a separate, non-travel payment request. General Accounting Office implemented the eIDT program in SAP, moving an inefficient paper-based process to an efficient electronic process utilizing data checks, budgetary controls, and workflow. Student Business Services implemented a new posting process for web based marketplace payments to post directly to the SAP general ledger. Student Business Services implemented SAP (Satisfactory Academic Progress) for Exemptions and Waivers. For academic year 2014-2015, 63 students had exemptions and waivers suspended due to insufficient GPA or excessive hours. Five of these 63 students successfully appealed and had their exemptions and waivers reinstated. Student Business Services implemented Guaranteed Price Plan (GPP). GPP semesterly participation has averaged approximately 112 students. Student Business Services developed and implemented a process to upload exemptions reducing manual data entry. Student Business Services implemented a new website design to help students find information easier. Student Business Services (SBS) implemented reporting and analytics via Logi. The following are now available: mass student ID cross reference lookups, direct loan drawdown estimates and actuals report, graduate assistant fee waiver report, report of students at risk of cancellation due to outstanding prior balance, study abroad and**

electronic course fee reconciliation reports, departmental receipting reconciliation to SAP, nightly SBS statistical snapshot emails, and created query to tie disparate tables for improved Hazlewood reporting. Treasurer worked with University Advancement and IT to create an endowment dashboard to use to track endowment compliance restricted balance usage. Human Resources put into place a new tracking process in SAP to identify and track expiration dates (includes automatic electronic notices of expiration) for various federal/state licenses and credentials required for specific positions held by Texas State employees. Human Resources implemented online process for employees to report outside employment and activities for approval and compliance with the Outside Employment policy. Human Resources implemented online form for employees to complete the new federal Voluntary Self-Identification of Disability Form. Human Resources implemented online process for employees to self-report relatives working for Texas State and developed reports for the analysis and tracking for compliance with the Nepotism policy.

- **Number and list of new and enhanced instructional support activities provided:** The vice president for Information Technology reports 30 activities.
 - **Implemented FluidReview, a scholarship management system, to be used for scholarship acceptance for the Graduate College, the College of Education, University Advancement, Study Abroad, Financial Aid and the Math Department.**
 - **Implemented CourseLeaf, an online catalog and online scheduling system. The online catalog replaced the PDF versions of the undergraduate and graduate catalogs. The online scheduling allows for the update of data for changes to course scheduling.**
 - **Academic Testing for Students with Disabilities - Added several major enhancements including adding/removing questions, changing required answers and options, and adding page locks preventing multiple staff from editing the same test request simultaneously.**
 - **Evaluated Transcripts - a dotNet student portal to allow a student to run their own Evaluated Transcript report**
 - **Financial Aid Document Upload - New application to enable a student to upload important documents that are required by the Financial Aid Office and store them in a secure place. This application has a BDMS interface. The application lets the student upload the documents for a particular aid year. The application sets the document to pending in the FA office system and the student receives a confirmation email. FA office staff can then review the document to see if it contains all the information that it needs to have. If the FA office staff sets the document to incomplete, the student will see the document on the list of required documents again in the application.**

- **Graduate Admissions Document Upload** - This application allows the student to see the items on their checklist (required items to apply for grad college). If the document is one of the items they can upload in the application, the application accepts the document and copies it to BDMS where it is then marked as complete. The student can check the status of all required documents in the application.
- **Small Classes Report** - Application to produce the state-mandated Small Classes Report and provide and approval work flow for the chairs and deans to enter and approve justification codes for the small classes.
- **Supplemental Instruction** - This application is used by the SLAC office to track attendance for their study sessions they have during a semester for particular classes. The SLAC office uses the data to compare the grades of students that don't attend with those that do.
- **Enhanced ACC Pathways enrollment data script** to better capture census data. ACC census data needed to be "frozen" to avoid the manual task of reviewing the custom table or data files from ACC to determine accurate enrollment figures.
- **Implemented CSV data extract for ACC** providing financial aid data about Pathways students. This effort enables ACC to better serve students with Financial Aid refunds who have an outstanding balance at ACC. This effort avoids manual review tasks at Financial Aid of ACC data.
- **Automated registration cancellation process for Student Business Services.**
- **Automated nightly extract of Banner student data** for integration with Attorney for Students' new Titanium Scheduler calendaring software. Allows Attorney for Students to provide enhanced service for students.
- **Provided support for bringing Course Leaf CLSS and Course Bridge integration packages online in Banner SSB** providing remote web integration functionality to Leapfrog. Provided faculty data extract from Banner to supplement SAP data extract.
- **Developed Account Receivables script in Banner** to assess late fees. Replaced an error-prone manual task for Student Business Services.
- **Modified existing Banner and CBORD integrated processes** to facilitate continued service and door access to TSIE (Intensive English) only students. A policy change no longer charged fees to these students, and adjustments were needed to ensure service continuity for the 2016 Spring term, and future terms
- **Developed a Banner script to automate posting of comments from Financial Aid** on batches of students numbering in the hundreds. Replaced a manual, error-prone task.
- **Installed SEVIS upgrades/patches for FSAAtlas** supporting Homeland Security Federal SEVIS requirements.
- **Developed a Banner data extract of degree information for Registrar for GoArmy.**
- **Developed Javascript email validation routine for Self Service Banner to**

- improve self-reported student email address data.
- Developed automated Banner process to send Financial Aid disbursement notifications to parents when a Parent loan is disbursed. Meeting Federal requirements – Replaced manual mail-merge process for Financial Aid saving hours of functional office time and improving accuracy/reducing mistakes.
 - Developed Banner workflow to send automated notifications to students when registering for a RRHC courses informing them they have registered for a course at the Round Rock Campus. Developed workflow notification for Round Rock staff for Avery building scheduling changes.
 - Policy updates to the script calculating transfer course repeats for degree requirements – Office of the Registrar.
 - Developed automated Banner script to place Advising and Orientation holds on new admits handling multiple application terms correctly improving business processes for Admissions.
 - Upgraded T2 Parking system to version 7.7, Implemented Permit Now and Ticket Notices.
 - Upgraded Ellucian Degree Works to version 4.1.4 providing continued services to Registrar and PACE advisors.
 - Upgraded Ellucian Recruiter from version 3.7 to 3.7.1. Subsequent upgrade of Ellucian Recruiter to version 3.8
 - Implemented Warrant Hold System in Banner for Student Business Services. Fulfilled state requirement to supply a list of past due accounts, and receive this list from the state of Texas of delinquent accounts at other state agencies.
 - Implemented a custom report of financial transactions reported to SAP from Banner (ZURFEED) for Student Business Services enabling faster reconciliation of accounts at the end of the month.
 - Created Awarding procedure for Financial Aid Fluid Review software using custom wake/sleep and pending transaction control to avoid constraint errors when using the Banner awarding API.
 - Purchased Ensemble Video Content Management System to meet the growing needs of instructional video on campus.

5.15 Implement fundraising initiatives to help achieve strategic plan goals.

Key Performance Indicators*:

- Total dollar amount raised for the year
 - Total dollars raised per strategic fundraising priority area
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- **Total dollar amount raised for the year: the total value of cash and new commitments from alumni and external constituents was \$24,432,144 in FY 2015.**

- **Total dollars raised per strategic fundraising priority area: \$8,309,379 for academic excellence (including chairs, professorships, programs, and scholarships); \$1,770,906 for annual giving; \$2,459,145 for athletics; \$11,689,205 for facilities; and \$203,508 for student programs**

5.16 Promote a safe and secure environment.

Key Performance Indicators*:

- Number and list of new safety/security support activities introduced
- Increase/decrease in crime statistics
- Number of new educational activities related to applicable laws and regulations (e.g., Title IX, Campus Save Act, Violence Against Women Act)
- Percent of required policy and procedure statements updated for the year as a result of applicable laws and regulations (e.g., Title IX, Campus Save Act, Violence Against Women Act)
- Number and percent of faculty, staff, and students that have received training related to applicable laws and regulations (e.g., Title IX, Campus Save Act, Violence Against Women Act)

- **Number and list of new safety/security support activities introduced: no information available**
- **Increase/decrease in crime statistics: no information available**
- **Number of new educational activities related to applicable laws and regulations:**
 - **Student affairs implemented "Think About It," an online educational program addressing alcohol abuse and sexual violence that all first-year students are required to complete. Health Promotion Services, a component of the Student Health Center, developed a new educational program addressing Title IX and sexual misconduct that was presented to first-year students during Bobcat Preview. The Bobcat Preview program hosted 6,003 new first-year students in workshops presented by staff from the Counseling Center, UPD, and Health Education staff at the "Protecting and Serving" and "Alcohol 101" workshops held. These workshops covered Title IX, alcohol and drug use, the Campus Save Act, and relationship violence. These same workshops were presented to 125 incoming freshmen in the spring. Career Services hosted UPD talks on safety; SRP training sessions; Title IX training; increased focus on safety/security for students engaged in internships.**
 - **According to the special assistant to the President, Equity and Access completed 14 new educational activities related to Title IX:**

- Title IX reporting procedures were established including the required forms.
 - Process for collaboration between police and Title IX investigation was initiated.
 - Title IX investigators were appointed
 - TSUS System-wide Title IX training was conducted
 - Online training for CSA was conducted
 - Title IX reporting was promoted throughout the university
 - Provided training to all resident assistants and resident directors on Title IX policy and procedures (fall and spring)
 - Resident assistant In-Service training regarding Creative Title IX Programming for Your Residence Hall
 - Campus Clarity “Think About It” online educational program was sent and mandated for all first-year students at Texas State. There is a sexual violence prevention section that included the Texas State Sexual Misconduct Policy, reporting procedures and on and off-campus resources.
 - Health Promotion Services hosted “Telling Amy’s Story” film screening and panel discussion on Wednesday, October 15, 6 p.m. in the LBJ Student Center Ballroom. The film followed the timeline of a domestic violence homicide in hopes of raising awareness about domestic and relationship violence.
 - Health Promotion Services hosted “Not Enough Time” film screening and panel discussion on Thursday, February 26th at 6 p.m. in the LBJ Student Center Teaching Theater. Catherine Shellman narrated her firsthand experience with dating violence through the eyes of a mother and discussed her daughter’s experience as a victim of dating violence.
 - Health Promotion Services hosted “Take Back The Night: Bobcats Ending Sexual Violence” on Monday, April 13, 5-7 p.m. LBJ Student Center Amphitheater. The rally started at 5pm at Old Main with march to the LBJ Student Center Amphitheater for a Spoken Word event at 5:30 p.m.
 - Health Promotion Services and Kelsey Banton developed and delivered 18 Title IX presentations to first-year students at Bobcat Preview.
 - Dean of Students coordinated an Investigator Training for the Judicial Hearing Board, which included members that heard then or hear now Title IX cases
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- Percent of required policy and procedure statements updated for the year as a result of applicable laws and regulations: no information available
 - Number and percent of faculty, staff, and students that have received training related to applicable laws and regulations:

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- **Several staff members in Student Affairs became Title IX investigators for Title IX cases. The Dean of Students Office coordinated an investigator training class for the Judicial Board which included members that hear Title IX cases. The training was six hours and included a 30-minute section on Title IX presented by the university's Title IX coordinator.**