Texas State University

2012-2017 University Goals, Initiatives, and Indicators*

(*All responses for identified indicators should include only current-year data, unless otherwise noted)

College of Applied Arts 2013-2014 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.

Indicators*:

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

1.2 Increase number of full-time faculty.

Indicators*:

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

1.3 Attract and retain highly competent faculty by providing annual merit increases based on performance.

Indicators*:

- Merit increases awarded/not awarded

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

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

The College of Applied Arts and the Department of Agriculture upgraded the research capability of the meat lab at a cost of $64,694 for equipment and installation.

1.5 Offer academic programs that are nationally and internationally competitive.

Indicators*:

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

The School of Social Work online program is ranked in the top ten and has received national accreditation.

1.6 Strengthen research and scholarly/creative activity efforts through achieving increases in grant expenditures and increasing collaboration across disciplines.

Indicators*:

- Current grant expenditure dollars
- List of new cross-discipline collaborative grants

The Advanced Law Enforcement Rapid Response Training Center (ALERRT), Center for Geospatial Intelligence and Investigation, and Texas Justice Court Training Center continue to be supported with external funding.

1.7 Provide reasonable start-up funds in order to attract and retain distinguished faculty and to provide the essential equipment to conduct research and attract external grants.

Indicators*:

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

None

1.8 Support faculty efforts in international research.

Indicators*:

- List of new international research efforts and scholarly 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

International travel to Earth University for 6 graduate Agricultural students

and faculty funded by USDA grant.

1.9 Maintain Emerging Research University status and pursue the Texas Research Incentive Program (TRIP).

Indicators*:

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

The School of Criminal Justice has awarded 9 Ph.D. degrees as of August 2014.

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

2.1 Move forward on the *Closing the Gaps* goals of participation, success, excellence, and research.

Indicators*:

- Freshman class size compared to prior year and percent change
- Overall enrollment compared to prior year and percent change
- Level of achievement compared to CTG enrollment target: overall, African American, and Hispanic
- Level of achievement compared to goals CTG goals and to prior year: participation (recruitment), success (retention), excellence (graduation), and research

2.2 Continue engagement in the economic and cultural development of the region.

Indicators*:

- List of current cultural collaborations with external constituents
- List of current economic collaborations with external constituents
- Number of clients in STAR Park
- Number of clients in Small Business & Development Center (SBDC)
- Number of clients in the Office of Commercialization and Industry Relations (OCIR)

The School of Social Work Study Abroad students in England. The Agriculture department students conducted a research visit on sustainable activities at Earth University.

2.3 Increase student scholarships and graduate student financial support in an effort to improve recruitment and retention of high achieving students.

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)

The College of Applied Arts provided $12,700 in student travel funds for 43 undergraduate and graduate students to conduct research presentations.

2.4 Internationalize the curriculum.

Indicators*:

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

None

2.5 Support faculty and students in pursuing global academic experiences, e.g. study abroad, internships, field placement, research, service learning.

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 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

The Department of Agriculture supported 6 graduate students with USDA funding to conduct research at Earth University in Costa Rica. The School of Social offered two courses in England.

2.6 Maintain a vigorous, targeted recruitment and marketing campaign.

Indicators*:

- List of new undergraduate and graduate recruitment initiatives introduced
- List of new marketing efforts implemented

The USDA grant has targeted 50 (46 undergraduate and 4 graduates) Hispanic students majoring in Agriculture, Nutrition and Biology. New USDA grant will target 20 new undergraduate and graduate students.

2.7 Recognize the role of moving to the FBS in developing the image of the university and enhancing economic and cultural development.

Indicators*:

- Number and list of new Texas State FBS advertisements placed
- Average number of attendees at home football games
- Total economic impact from athletic events on local community
- Product licensing income for the year
- Dollar amount and membership increase in Bobcat Club for the year

2.8 Enhance and support distance learning and Friday/Saturday course delivery.

Indicators*:

- Number of new online and hybrid SCH as a percent of overall offered
- Number of SCH enrolled in Friday/Saturday courses offered

The Department of Occupational, Workforce and Leadership Studies has developed 10 online graduate courses for the masters' degree that have

been implemented.

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

3.1 Increase student retention through collaborative programs across the university.

Indicators*:

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

3.2 Enhance quality and consistency of academic advising services.

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

Students served by: appointment – 5,358, walk in's – 538, email – 43,566 and phone – 1053. Staff attended forty-five workshops.

3.3 Develop an Honors College to better attract and engage high achieving students.

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

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

Indicators*:

- Number and list of events (athletic and artistic) provided for the year

- Number of attendees at each event provided
- Number and list of new academic support initiatives provided to student athletes

None

3.5 Refine student learning outcomes and appropriate assessment measures within each academic program and general education curriculum to ensure program improvement and provide evidence of student success.

Indicators*:

- Description of outcomes assessment process improvements
- Examples of new major program improvement efforts implemented as a result of assessment findings
- Number and percent of programs completing outcomes assessment
- Number and percent of completed audits
- Number and percent of programs showing improvement

Minor adjustments were mace to assessment of individual courses to ensure measurable and comparable results.

3.6 Refine administrative and educational support, research, and public service outcomes and appropriate assessment measures within identified departments to ensure improvement and provide evidence of success.

Indicators*:

- Description of outcomes assessment process improvements
- Examples of new major service improvement efforts implemented as a result of assessment findings
- Number and percent of departments completing outcomes assessment
- Number and percent of completed audits
- Number and percent of departments showing improvement

3.7 Recognize the importance of academic and administrative program review processes to facilitate program improvement in support of the University mission.

Indicators*:

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

- Percent of reviews with all items scored a “2” (on a scale of 1 through 5) or higher

3.8 Foster an environment that cultivates students to become successful, engaged alumni.

Indicators*:

- Number and list of new academic-sponsored alumni outreach activities (e.g., guest speakers, faculty, advisory boards, judges, research)
- Number and list of new community outreach activities (e.g., Bobcat Build)
- List of new student and alumni collaboration efforts (e.g., conferences, mentoring)
- Number and list of recognized alumni achievements
- Number and percentage of graduating seniors and alumni who have graduated in the last five years who join the Alumni Association this year

Sponsored the Annual College Awards Banquet (250) to promote student achievement. Provided a Masters Hooding Ceremony for all 75 graduate students to reward their achievements.

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

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

The Department of Agriculture organized a high school competition to over 1,400 high school students.

3.10 Continue faculty and student information literacy initiatives that support achievement of student learning outcomes.

Indicators*:

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

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

Indicators*:

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

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.

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 of new external position postings advertised, including those targeting diverse candidates

4.2 Remain a Hispanic Serving Institution that emphasizes retention and graduation.

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

4.3 Enhance recruitment, retention, and support programs for all racial, ethnic, and international groups.

Indicators*:

- Examples of <u>new</u> 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

Two USDA grants funded for four and three years to recruit Hispanic undergraduates and graduate students for a total of 70 students.

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

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

Over 80% of the faculty hires were women and ethnic minorities in the College of Applied Arts.

4.5 Seek historically underutilized business suppliers.

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

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 at all ranks.

Indicators*:

- Percent increase in average salary levels for all categories

5.2 Increase number of full-time staff.

Indicators*:

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

5.3 Attract and retain highly competent staff by providing annual merit increases based on performance.

Indicators*:

- Merit increases awarded/not awarded

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

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

5.5 Implement the Campus Master Plan update for 2012-2017 to ensure it meets the needs of the University.

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

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

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

One ACE (American Council on Education) Fellow, one faculty with Ethiopia and two faculty members on sabbatical. Staff attended 50 workshops.

5.7 Continue support for structured, standards-driven web course development and programs that enable faculty to appropriately integrate technology into the teaching-learning process.

Indicators*:

- Examples of <u>new</u> web-based courses offered compared to prior year
- Number of faculty completing distance education training
- List and/or dollar amount of new resources provided to support distance learning
- List and/or 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 Department of Occupational, Workforce and Leadership Studies, the School of Social Work, the School of Family and Consumer Sciences, and other departments continue to update, maintain and develop new courses.

5.8 Reduce deferred maintenance in existing facilities.

Indicators*:

- List and total cost of deferred maintenance projects completed

5.9 Improve processes outlined in SACS *Principles of Accreditation* to ensure ongoing compliance with standards, while continuously improving overall educational quality.

Indicators*:

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

5.10 Maintain coordinated assessment processes that assist university stakeholders in multiple assessment activities, including strategic planning, student learning and success, and program excellence.

Indicators*:

- Examples of new assessment-related process improvements made

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

Indicators*:

- Number and list of alumni and new external constituent (parents, family, businesses) outreach activities
- Number and list of alumni and other external constituents (parents, family, businesses) involved with Texas State
- Total dollar amount of alumni and external donor contributions
- Number and percent of alumni and external donors

Departments and Schools in the College of Applied Arts received over $100,000 in scholarship awards.

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

Indicators*:

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

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

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

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

Indicators*:

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

5.15 Complete the Pride and Action campaign plan to achieve the goal.

Indicators*:

- Total dollar amount raised for the year
- Total dollars raised per strategic fundraising priority area

5.16 Promote a safe and secure environment.

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)