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

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

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

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

1. Thirty new computers, along with new data projection equipment, were installed in T. Paul Bulmahn Research and Trading Lab. (Approx. $32,000)
2. New data projection equipment was also installed in three in CIS & QM computer labs ($16,186).
3. New video-capture and smart monitor equipment was added McCoy 206 to support the development of business courses in hybrid or online formats ($25,000 from the Provost, $8,000 McCoy College)
4. New video-conferencing equipment was installed in the Frost Bank, Planto Roe, and Centers conference rooms (Approx. $32,000)

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

1. The McCoy College and Department of Accounting hosted Dr. Betty Jo Licata, Chair of AACSB Peer Review Team (PRT), and Dr. Donald W. Gribbin, Accounting Chair of the PRT, on April 18th as a part of AACSB CIR pre-visit. The pre-visit resulted in valuable information, insight, and feedback to assist us in completing the CIR report.
2. Completed reports and supporting documentation for Fall 2016 Continuous Improvement Review site visit for AACSB Accreditation for both business and accounting programs.
3. Implemented the MBA Cohort Program in fall 2015.
4. Texas State University was recognized as one of the 2015 top universities for professional sales education by the Sales Education Foundation. The Center for Professional Sales is one of only 23 fully accredited members of the University Sales Center Alliance (USCA).
4. Developed undergraduate concentrations in Services Marketing (BBA-Marketing) and Data Analytics (BBA-CIS).

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

1. During 2015-2016, McCoy College spent a total of $470,994.09 on research-related expenses. The Department of Accounting spent $59,802; the Department
of CIS & QM, $19,894.79; the Department of Finance and Economics, $75,161.47; the Department of Management, $9,122.23; the Department of Marketing, $41,018.29; and the Dean's Office, $265,995.31, mainly through distribution of funds for endowed positions and from the McCoy Faculty Development endowment. Specifically, over $61,000 was allocated from the Faculty Development Endowment that is funded by the McCoy College of Business Foundation.

2. Dr. Ricki Ingalls, Chair of CIS & QM, and Dr. Sam Lee, Associate Professor of CIS & QM, received a grant from King Aerospace in the amount of $48,484.84 for their project: "Management Information Systems Specification Project.” Additionally, Dr. Ricki Ingalls and Dr. Jesus Jimenez, Associate Professor in the Ingram College of Engineering, received a grant from King Aerospace in the amount of $43,592.03 for their project: “A Simulation Planning Framework for Scheduling Labor and Resources at King Aerospace.”

3. McCoy College hired Ms. Yvonne Abrego as a grants specialist. She was instrumental in arranging Speed Networking for Researchers, a campus-wide event designed to bring researchers from across campus together to discuss collaborative research.

4. A new, college-level research editor position was funded by the McCoy College Endowment.

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

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

1. McCoy College provided $20,000 in support for international travel to five faculty members to present their research at international conferences.
2. An article by Dr. Jeremy Sierra and Dr. Taewon Suh (co-authored with Michael Hyman and Byun-Kwan Lee), entitled “Antecedents and Consequences of Extrinsic Superstitious Beliefs: A Cross-Cultural Investigation” and published in 2015 in the Asia Pacific Journal of Marketing and Logistics, was selected by the journal’s editorial team as a Highly Commended Paper in the 2016 Emerald Literati Network Awards for Excellence.

3. Dr. Jim LeSage, Fields Endowed Chair in Urban and Regional Economics and Professor of Economics, was listed 12th among the Top 50 US Authors in the area of Regional Science. Dr. LeSage also was the keynote speaker at the 15th International Workshop on Spatial Econometrics and Statistics organized by the University of Orleans, France on May 26-27, 2016.

4. Professor Dr. Vivek Shah and Senior Lecturer Mr. James Keefe of the Department of CIS & QM received best paper award at the 2016 Annual Meeting of the Indian Decision Sciences Institute in Goa, India.

5. The McCoy College hosted Dr. Yuxue Sheng from China-ASEAN Research Institute, Nanning, China. She attended a conference at LSU in Baton Rouge, LA to present "City and industry network impacts on innovation by Chinese manufacturing firms: a hierarchical spatial-interindustry model”, co-authored with James LeSage. This was published as a book chapter in Badi Baltagi, James P. LeSage, and R. Kelley Pace (Volume editors), Advances in Econometrics, Volume 37: Spatial Econometrics: Qualitative and Limited Dependent Variables, Emerald Group Publishing Ltd. (in press) 2016. The College also hosted Dr. Shaohua Yang from Xi’an Jiaotong University in Xi’an, China during 2015-2016.

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
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

1. McCoy College Endowment submitted a request for a matching TRIP award in the amount of $477,000.

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)

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)

1. The Texas State University Small Business Development Center (SBDC) served 548 clients; provided 4809 hours of client assistance; and conducted 50 professional business seminars, workshops, and conferences. It helped create 510 jobs and save 540 jobs through the creation of 54 businesses and expansion of another 66. The center provided training for more than 1251 participants and facilitated more than $50.56 million of capital infusion to qualified businesses.
SBDC offices are located in Austin, Round Rock and San Marcos.

2. Dr. Jim LeSage, Fields Endowed Chair in Urban and Regional Economics, and John C. Beddow, Retired Publisher of Houston Business Journal, co-authored "A summary of the analysis and motivators of growth in the Austin - San Antonio corridor." This project was funded by the Greater San Marcos Partnership and McCoy College of Business and was a part of a broader five-part study coordinated by Joel Kotkin, Presidential Fellow in Urban Futures at Chapman University in Orange, California. A summary of this work appeared in an article "America's Next Great Metropolis Is Taking Shape In Texas" on Forbes.com.

3. The annual Economic Outlook Luncheon was held on May 19, 2016. The keynote address was provided by Mr. Joel Kotkin, Executive Director of the Center for Opportunity Urbanism. Approximately 500 people attended the event. The event was managed by the Greater San Marcos Partnership. McCoy College of Business Administration was a table sponsor.

4. The Center for Entrepreneurial Action hosted two 3-Day Startup (3DS) programs during 2015-2016. 140 participants joined faculty members, 17 industry mentors, and three judges for an intensive workshop on business formation. Nine student teams/startup ideas resulted from these workshops. Additionally, CEA supported the first Texas State Exhibit with a team from 3-Day Startup and a McCoy student company named Umbel at 2016 SXSW.

5. The second annual Edgar Business Plan Competition was held in April 2016 with 34 entries vying for $7,000 in prize money.

6. In partnership with the Texas Camino Real District Export Council and U.S. Department of Commerce Export Assistance Center in Austin, the Institute for Global Business (IGB) offered the Export Fellows Program in February 2016. Sixteen students participated in the program and received hands-on training in all the aspects of business necessary to export a product to a foreign market. The training was provided by international business professionals from the export/import industry.

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)
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

1. The McCoy College awarded approximately $398,400 in undergraduate and graduate scholarships for FY ‘15.

2. For AY 2015-2016, three entering freshmen were selected as McCoy Scholars and awarded scholarships totaling $84,000 over four years. The three joined eight McCoy Scholars from previous years whose scholarships were renewed.

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

1. Implementation of BA 2310, An Introduction to Business in a Global Environment, was completed during the year. This is a required core course for the BBA program and is designed to introduce students to business operations in a global setting early in their degree program.

2. As a pilot, students in BA 4315, International Trade and Operations, traveled to Houston to visit the Houston International Chamber of Commerce and acquire deeper insight into the challenges and opportunities of globalization. In Spring 2016, BA 4315 students also visited the Business Assistance Department at the Office of the Governor of Texas in Austin to discuss international trade and investment opportunities. Dr. Noel Gould, Lecturer in the Department of Management and course instructor, has indicated that such visits may become a permanent part of the course contents.

3. The course coordinators of four required undergraduate core courses incorporated a unified topic (Apple Watch) into their courses. The goal of this innovative integrated learning initiative was to empower students with a holistic understanding of how a company’s functional areas interrelate. Going forward, the unified topic for this integrated learning exercises will focus on companies that have a global presence.
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

1. Drs. Alexis Stokes and Diego Vacaflores accompanied 17 graduate students to Santiago, Chile as part of an effort to increase opportunities for international education experiences. Students visited businesses and government officials, and participated in a service-learning project.

2. Drs. Vivek Shah, Dennis Smart, and Karen Smith accompanied 52 undergraduate students to Barcelona, Spain to study international business in an international setting. Coursework was supplemented by visits to local businesses, historical places, and cultural events. Further, two McCoy College students completed their international internship at UPS, Barcelona.

3. Dr. Jack Mogab, Dr. Kenneth Moon and Ms. Ludmila Krylova accompanied 14 undergraduate students to Prague, Czech Republic to study emerging market economies and international finance in an international setting. Coursework was supplemented by visits to local businesses.

4. Dr. Janet Hale, Senior Lecturer in the Department of Finance and Economics, was invited to teach international business law during the fall and spring semesters at Duale Hochschule Baden-Württemberg (DHBW) for the 16th year at the Mosbach, Germany campus and in Heilbronn.

5. Dr. Jack Mogab, Professor of Economics, and Dr. John McGee, Professor Emeritus of Business Law, were visiting faculty at Sichuan University, Chengdu, China. Dr. Mogab taught Principles of Micro and Macroeconomics while Dr. McGee taught Business Law.

6. Dr. Raymond Fisk, Professor and Chair of Marketing, was selected as the recipient of the inaugural SIG Leadership Award in honor of his significant contributions to the American Marketing Association’s Services Special Interest Group (SERVSIG) and AMA’s Special Interest Groups as a whole at national and
international levels. In addition to founding the SERVSIG, Professor Fisk was
asked to serve on the Academic Council where he was an advocate for SIGs as
well as a number of other national and international initiatives.

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

1. The Accounting student organizations continued to recruit junior and senior
students from Holmes High School in San Antonio. Holmes is a magnet school
with a predominately minority student population. In the fall, Accounting Club
members with several accounting professionals and faculty visited Holmes High
School and delivered presentations to over 257 students providing information
about career opportunities in business. In the spring, over 200 Holmes High
School juniors and faculty visited campus for a tour led by accounting student
organization members. This was followed by a panel session featuring
representatives from accounting student organizations and alum from Holmes
High now attending Texas State. The discussion focused on college life and
opportunities at Texas State.

2. Dr. Margot Quijano, Associate Professor of Finance and Economics,
represented the Department of Finance and Economics at the Navarro High
School Annual Career Fair. She discussed careers in finance and economics
with students.

3. The 9th Annual High School IT Symposium, co-sponsored by the Texas State
chapter of the Association for Information Technology Professionals (AITP) and
the Department of CIS & QM, was held on Texas State Campus on October 9,
2015. Approximately 500 high school IT students and faculty from 20 high
schools across the state came to Texas State for the symposium that included IT
information sessions, tours and competition events.

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

2.9 Expand delivery of distance learning.

Key Performance Indicators*:
• Number of new online and hybrid SCH as a percent of overall offered

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

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

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
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

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

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

1. One credit hour of professional development component to help students develop professional and soft skills was added to MGT 3353 based upon both direct and indirect assessment of learning outcomes.

2. The coverage on global issues was enhanced and integrated into several core courses. For example, in MGT 3303, instructors increased the percent of time devoted to globalization topics and selected a new textbook which included significant coverage and exercises on managing diversity and inclusion in a global world. CIS 3380 now includes discussion of the impact of businesses going global on business processes.
3. CIS 3380 was redesigned to incorporate data analytics and operations management concepts.

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

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

1. The total number of internships in the college increased to 332 this year. Internships were overseen in the following areas: Department of CIS & QM, 14; Department of Finance and Economics, 3; Department of Management, 84; and Department of Marketing, 106 marketing and 73 sales internships. Additionally, the Department of Marketing continued its global sales internships. There were also 52 graduate internships, seven from the MBA and 45 from MAcy and MSAIT programs.

2. In its third year, the 2016 McCoy College Career Expo connected 462 students
with 75 companies interested in hiring, a significant increase from 250 students and 35 companies that participated in 2014. The McCoy College partners with Career Services to host this event.

3. The Department of Accounting hosted “Meet the Firms” in fall 2015 and the annual Accounting Spring Career Fair in spring 2016. In the fall, 107 representatives from 38 firms, government agencies, and other professional organizations met with 157 accounting majors. In the spring, 30 CPA firms and companies attended with 150 students participating. These recruiting events are a primary means of providing internship and fulltime employment opportunities for accounting majors.

3. The "Boot Camp" that was implemented for all incoming MBA students in Fall 2015 was extended to include all graduate programs in the McCoy College of Business.

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

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

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

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

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

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

1. Approximately 4,350 students participated in 41 events featuring 42 speakers during 2016 Business Leadership Week in February discussing a theme of
“Business Beyond Borders.” Events included the keynote speaker, Mr. Bernardo Altamirano, CEO of the Better Business Bureau of Mexico, and distinguished speaker, Larry Jackson, Vice President of Supply Chain Operation, Fluor Corporation. Mr. Mark Curry, Community Bank President, Wells Fargo & Company; Mr. Daniel Guerrero, Mayor of San Marcos; Dr. Yamile Jackson, CEO, Nurtured By Design; and Mr. Steven Soos, President, ProtoIPO, Inc. participated in the Executive Leadership Panel that discussed community involvement and leadership in business. The week also included a Bloomberg Businessweek-sponsored case competition on international business issues, an interactive fair in McCoy Hall, and demonstrations on dress for success by JCPenney and Sephora. Thirty-five guest speakers addressed students on international business issues in the workplace and on leadership in a variety of classes.

2. The Institute for Global Business (IGB) and Students of International Business (SIB) jointly hosted a roundtable on the TransPacific Partnership Trade Agreement on February 17, 2016. External presenters included Mr. Rodger Baker, Vice President for Asia Pacific Analysis at Stratfor, and Mr. Craig Miller, Director of Sales and Marketing at Mensor, a Division of the WIKA Group. The roundtable was attended by approximately 150 students and faculty members.

3. The 6th Annual Roundtable 360 panel on “From Round Rock to the Rio Grande: 260 Miles y Mas” was held October 20, 2015. The roundtable topic was based on the 2015 Common Experience theme “Bridged through Stories: Shared Heritage of the United States and Mexico, an Homage to Dr. Tomás Rivera.” This year panelists included: Dr. Rico Ainslie (UT scholar and award winning filmmaker), Honorable Sherri Greenberg (10 years Texas Legislature, UT LBJ School of Public Policy), and Mr. Mark Madrid (Greater Austin Hispanic Chamber of Commerce). Panelists discussed the 21st century business world, focusing on their visions for 2020.


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
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

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

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

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

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

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

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
1. Ten faculty members participated in the McCoy College faculty externship program with eight different organizations. Dr. Ju Long and Dr. David Wierschem, both of the CIS & QM department, completed their externship at USAA; Dr. Yao-Yu Chih, Finance and Economics, at Planto Roe Financial Services; Dr. Gail Zank, Marketing, at Total Quality Logistics; Dr. Joni Charles, Finance and Economics, at Hill Country Alliance and Wimberley Valley Watershed Association; Dr. Kay Nicols, Management, at Minigrip; Dr. David Cameron, Management, at Mensor; Dr. Ruth Taylor, Marketing department, at Total Quality Logistics; Dr. Jack Mogab, Finance and Economics, at Total Quality Logistics and Trendmaker Homes. Additional faculty members will be identified for externships in summer 2016 with the following six organizations: Dell, Hunting Subsea Technologies, Planto Roe Financial Services, Randolph-Brooks FCU, Total Quality Logistics, and USAA.

2. Twenty-six McCoy College faculty members received approximately $64,000 in financial support to pursue professional development in teaching and/or research.

3. Seven McCoy College academic advisors attended the 17th Annual Texas State Academic Advisors Conference. The seven also attended the University of Texas – San Antonio Academic Advising Conference.

4. Advisors Jody Cajigas, Courtney Cross, and Annette Hernandez presented “Advising Introverts: Tips and Tricks for Advising the Quiet Ones” at the NACADA Annual Conference in Las Vegas, Nevada. Advisors Courtney Cross, Sarah Drennan, and Annette Hernandez presented “Pause and Reflect: How Reflective Practice Can Make You a Better Advisor” at the same conference.

5. Academic Advisors Annette Hernandez and Lindsay Stadter taught three sections of University Seminar US 1100.

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
5.9 Reduce deferred maintenance in existing facilities.

**Key Performance Indicators***:
- List and total cost of deferred maintenance projects completed

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

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

1. An All McCoy College Advisory Boards meeting was held on January 22, 2016. Approximately 80 members participated. Board members provided valuable input for four strategic initiatives of interest to McCoy College: Entrepreneurship, International initiatives, Student Managed Investment Fund
(Graduate Level), and Master’s program in Supply Chain Management and Analytics.

2. The McCoy College conducted a crowdfunding campaign to raise funds to provide support for housing and travel costs related to an out of state or out of country internship. The campaign raised $14,555 from 120 supporters.

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

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/recognition 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.

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
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

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)