Texas State University  
2012-2017 University Goals and Initiatives  
VPIT 2012-2013 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.

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1.2 Increase number of full-time faculty.

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

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

The library continues to increase online content to support 24-hour access to resources. 80% of the collections budget was spent on electronic resources in 2013. A Copyright Policy Working group updated and consolidated institutional copyright policies to document ownership rights of faculty, staff, students and the university and to promote the use of copyrighted works consistent with contemporary interpretations of copyright laws. Completed construction of Research Data Center (RDC) to host High Performance Computing and other research intensive computing systems and services. Provided 10-Gigabit network connection from RDC to STAR-Park to support high bandwidth research data transfers. Installed 40 Gigabits per second network bandwidth between data centers on campus to provide high availability and redundancy in support research and other high bandwidth applications. Upgraded all Outdoor WiFi access points on campus to latest 802.11-n Technology. Currently in the process of replacing all legacy indoor access points to latest 802.11-n technology.

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1.5 Offer academic programs that are nationally and internationally competitive.
1.6 Strengthen research and scholarly/creative activity efforts through achieving increases in grant expenditures and increasing collaboration across disciplines.

Provided $180,000 in library resource grants to faculty to support research and scholarship.

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.

Provided $15,000 in start-up funds to new tenure track faculty for library resources.

1.8 Support faculty efforts in international research.

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

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.

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

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

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

2.6 Maintain a vigorous, targeted recruitment and marketing campaign.

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

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

**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.

Developed a Transfer Course Equivalency Catalog that provides an online, self-service ability for a prospective student (not authenticated) to choose a college or university from an on-screen list and be presented with the equivalency catalog on screen. It is dynamically generated from Banner tables. Graduate Scholarship Application system was created to allow graduate students the ability to apply for scholarship, and allow the review committee to process the scholarship applications. The system was also enhanced to require the student to choose a related major; this is to encourage the student to apply for scholarships for which they may be eligible. Enhances were also made to the committee review process to add a final certification to provide tracking of the 'last state', preserving even if modified later in the post review process; and to streamline the workflow process. New reports were created to better manage applications as they move through the approval process. An additional phase enhanced the Scholarships system by adding a Financial Aid report as well as adding the
display of grades and enrollment to allow monitoring of the awarded population. Created an online Graduate Applicant Tracking System (GATS) for the Graduate College to allow tracking of applicants through the applicant process. Information is pulled from Banner and allows update to the various applicant steps. Multiple enhancements have been provided to the Graduate Applicant Tracking System to provide emailing capabilities from the system. Advisors can opt to receive daily emails concerning the status of the applicants to their programs. Mail merge letters can be sent to Accepted Applicants with extensive listing of specific information based on the type of student and program for which they have been accepted. Major functionality changes were added to the Graduate Application Tracking System to include the 'view capability' to all of the Banner Document Management System documents for each applicant, and the ability to note their recommendations in GATS (that updates Banner data). The Advisors can do all of their business in GATS, one location, rather than having to log into Banner and BDMS as well. They also have access to the system from off campus. Developed functionality in the GATS application to email Accepted Applicants a Contract for electronic review and signature. Applicants are asked to accept their place in the program and the responses are emailed to the Graduate College. Also developed functionality in the GATS application to allow Recommenders to upload their recommendation for a Graduate College Applicant. Developed an application to handle Graduate College communications with potential graduate students, thus replacing the Banner Relationship Management functionality currently being used, but being phased out. A new application was developed to allow an automated upload of the Schedule of Class information for Registration replacing the manual process and improving the accuracy of the data viewed by the students. It was then enhanced to allow schedule Additions and Modifications, and added a Waitlist. Another phase added an enhancement to upload the Prerequisite information needed for Adds, and adding link locators for the Labs. Developed an online Outreach and Recruiter application for the needs of the Round Rock Campus. Provides ability for prospective students to request academic information and register for events, such as Bobcat Days, and Information Session Days. The application also uses Logi Reports to capture the lifecycle of a prospective student, through enrollment and graduation. Provided an application to the International Office to allow international students the ability to enter their local and international addresses, and update the fsaAtlas system for Sevis reporting. The application was enhanced to allow OPT students the ability to submit employment information, also a Federal Requirements need of the Internal Office Reporting. Enhancements have been completed to the Academic Testing for Students with Disabilities (ATSD) application to allow for Upload File Viewing, created a 'Deny' flow, and added a new 'Delivered by' field. Additional modifications were made to enhance the ADA accessibility requirements in the system. Modified the existing Emergency Tuition Loan
and Short Term Loan Application to check the overall GPA in addition to the TxState GPA. Both GPA's are now checked to see if the student passes the GPA eligibility criteria. Modifications to the Non-eligible criteria grid also included displaying for the student what registration holds they have, and if SSN needs to be added to their record. It provides links to help the students make the needed changes. Also modified so the 1/2 time hours requirement has been removed, and allows any student who has registered and selected a class to be eligible for loans. An application was created to automate the SLAC "Online Writing Assistance" process. Students will submit a paper to be reviewed by a tutor. A paper in the queue may be selected by a tutor for processing, and the status of the paper will be tracked through completion. Provided enhancements to the Student Application for Graduation system to accept applications from students who reapply and other students with multiple curricula. Provide online access for review and processing of students' Financial Aid Satisfactory Academic Progress Appeals. Allows advisors the ability to review, accept or deny an appeal online, and provides Financial Aid staff the ability to track the appeals progress and indicate current and final status.

| 3.2 | Enhance quality and consistency of academic advising services. |
| 3.3 | Develop an Honors College to better attract and engage high achieving students. |
| 3.4 | Recognize and support intercollegiate athletics and the arts as vehicles to promote a well-rounded collegiate experience for all students. |
| 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. |
| 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. |

The Texas State Undergraduate Research Journal was initiated using online journal software available through the University Library's membership in the Texas Digital Library.
3.7 Recognize the importance of academic and administrative program review processes to facilitate program improvement in support of the University mission.

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

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

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

**Conducted 375 information literacy sessions reaching 13,000 individuals. In addition, Instruction Librarians were embedded in 102 classes via TRACS (online course management system), reaching 1,700 actively enrolled students. Developed information literacy online tutorials for the University Seminar (US1100), COMM 1310 and “Roadmap to Research”, a general information literacy tutorial. A Research Methods workshop was developed with the Writing Center.**

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

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

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

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

4.5 Seek historically underutilized business suppliers.

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.

5.2 Increase number of full-time staff.

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

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

5.5 Implement the Campus Master Plan update for 2012-2017 to ensure it meets the needs of the University.
5.6 Expand and support professional development opportunities for faculty and staff.

Provided workshops for faculty to help them integrate technology into learning: Tech Tools, Building Online Communities, and technology integration.

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.

Awarded 5 Grants in Technology (GIT) and four grants for Gold online course development each semester and continued to monitor development until final class is offered online.

5.8 Reduce deferred maintenance in existing facilities.

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

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

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

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.
Completed a Collections Repository Feasibility study, working with Harrison Kornberg Architects to explore options and best practices for the design and construction of a library repository building to house books, journals and other artifacts from the library’s general collection, the Wittliff Collection and University Archives.

Using a blended staffing model, Library and IT staff worked collaboratively to upgrade and enhance support for public computing equipment in the University Library.

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

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

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

5.16 Promote a safe and secure environment.