

ANNUAL REPORT
Dean of Students Office

Student Affairs Division
Texas State University
2015-2016

Executive Summary 2015-2016

During FY16, the Dean of Students Office at Texas State University consisted of eight areas and seven Chartered Student Organizations. The eight areas managed by full-time employees include the Administrative Support for the Central Office, Alcohol and Drug Compliance Services, the Attorney for Students Office, Greek Affairs, the Leadership Institute, Student Emergency Services, Student Ombudsman Services and Student Justice. The Dean of Students Office provided professional staff members to advise (as an aspect of their job duties) and oversee operations of the offices for two of the Dean of Students Chartered Student Organizations, Student Foundation and Student Government. The other Chartered Student Organizations advised by Dean of Students Office included the Student Leadership Board, the five Greek Councils (Interfraternity Council, Multicultural Greek Council, National Pan-Hellenic Council and the Panhellenic Council) and the Greek Affairs Programming Board.

The Dean of Students Office areas during FY16 employed a total of thirty staff members that included twenty-one full-time employees, four part-time employees and five Graduate Assistants. During FY16, the Dean of Students Office experienced staff changes that included additions of one full-time employee for Special Projects support to the Dean, one part-time employee to the Student Emergency Services area and one full-time employee to the Student Justice area. The Attorney for Students Office merged two part-time positions into one full-time position when one part-time employee retired, allowing the remaining part-time employee to become a full-time employee during FY16. Staff changes will continue in FY17 after Student Service Fee funding changed the Student Emergency Services area salary commitments, which eliminated one Graduate Assistant position and increased the part-time position to a full-time position.

The FY16 highlights for the Dean of Students Office included new programming efforts from Greek Affairs. The Dean of Students Office expanded student participation in leadership activities with Greek Affairs' new "Emerging Leaders Academy" (Epsilon Lambda Alpha) where students learned executive leadership skills. The Greek Affairs Programming Board, with support from Greek Affairs, replaced the former annual "Greek Week" with the first annual "Greek Challenge" to highlight Greek Organizations' Academic Achievement, Recruitment/Retention, Community Service, Philanthropy and Campus Involvement. The support and activities from Greek Affairs in the Dean of Students Office has increased positive student participation. Overall in FY16, the Dean of Students Office experienced increases in student participation in all areas.

The Dean of Students Office is recognized on campus as a source of support for students, as evidenced by the 28% (N=3,211) increase in individuals aided in the Administrative Support for the Central Office area, which assisted a total of 11,471 individuals, up from 8,899 individuals

assisted in FY15. Additionally, an average of 97% (N=991) of students who received assistance through the Student Emergency Services' Absence Notification and related services (total of 1,022 students in FY16), completed the semester they received the services.

The Dean of Students Office staff are known for excellence in national Student Affairs arenas for their work on campus and beyond. Staff members were recognized for countrywide projects, including an individual who received funded support from the White House administration; staff who were nationally selected as conference presenters and inducted into professional and service organizations; and the entire office received regional recognition, such as honors from the City of San Marcos for disaster recovery actions supporting the university and Hays County communities after the record flooding of May 2015.

Major Accomplishments/Retention Initiatives of 2015-2016

Below is a list of 15 major accomplishments achieved by the Dean of Students Office during FY16, but it is not comprehensive of all achievements from each Dean of Students Office area.

1. The Dean of Students Office has expanded student participation in leadership activities (outside of opportunities provided by the Leadership Institute) with Greek Affairs' new "Emerging Leaders Academy" (Epsilon Lambda Alpha) attracting 80 student participants for an overnight retreat where they received executive leadership skills training, and 11 Student Foundation members attended a special leadership training in FY16.
2. The Dean of Students Office supported several areas, including Greek Affairs and the Leadership Institute, to coordinate and host new events focused on diversity. Greek Affairs held a Diversity and Social Justice Training that attracted six Interfraternity Council chapters and launched a collaborative effort for future programming across a broader section of the Greek community, while the Leadership Institute provided Student Leadership Travel Fund assistance to 30 students for attendance at diversity-based state and national student leadership conferences.
3. Greek Affairs supported the Greek Affairs Programming Board to host the first annual "Greek Challenge" that replaced the former annual "Greek Week" to focus on and highlight Greek organizations' Academic Achievement, Recruitment/Retention, Community Service, Philanthropy and Campus Involvement. The events' efforts provided thousands of hours to city-wide clean-up efforts following this past year's flooding, five Keep San Marcos Beautiful events, a donation of 4,048 pounds of canned food, and raised \$14,000 for St. Jude Children's Research Hospital.
4. The Leadership Institute Endowment has raised \$25,000 to reach endowment creation status, but will be allowed to continue to grow before tapping into funds. A portion of all fundraising and Student Leadership Board dues is contributed to the endowment. The Institute also raised approximately \$46,000 from departmental and corporate sponsors to fund the Leadership Institute Annual Conference and other leadership initiatives.
5. Greek Affairs assisted both Greek-affiliated individual students and Greek chapters to increase their grade point average (GPA) over last year. Greek-affiliated student average GPAs rose to 2.72 in FY16, from 2.70 in FY15. The FY16 average GPA represents an overall 0.05 increase over the last three fiscal years. A continued increase in the number of chapters who achieved an overall chapter average of 2.50 or higher also rose over FY15. For FY16, 81% of Greek-

- affiliated chapters achieved an average 2.50 GPA or above, compared to 77% in FY15 and 67% in FY14. An overall improvement of 14% from FY14 has been achieved.
6. Student Emergency Services provided Absence Notifications to 4,573 faculty members for 1,022 students (a 171% increase from FY15) and distributed \$40,773 through funding emergency grants and loans to 103 students, which was a 294% increase over FY15.
 7. Administrative Support for the Central Office assisted a total of 11,471 individuals, which was a 28% (N=3,211) increase from the 8,899 individuals assisted in FY15, and provided 64 students with notary services.
 8. The Attorney for Students Office assisted 1,355 students with legal advice and notary services, and provided 1,810 education/outreach presentations to 2,400 students in multiple venues.
 9. Student Government, with support from the Dean of Students Office, awarded \$33,546.19 in Scholarly Travel Activity and Research (STAR) grants, in comparison to \$30,722.92 in FY15 (a 9% increase from the previous year), to support Texas State students in conducting and presenting scholarly research.
 10. Student Foundation, with support from the Dean of Students Office, coordinated two large annual events that hosted a total of 875 people (a 28% increase from the 680 people in FY15) who attended the Veterans Day Ceremony and the Bobcat Pause Memorial Service.
 11. Alcohol and Drug Compliance Services provided community service opportunities for 617 students who completed 6,950.50 total verifiable hours, which is the “in-kind” equivalent of \$50,391.13 in minimum wage labor. The organizations that students helped through their community service hours in the greater Texas State University community included the Dean of Students Office (Leadership Conference), Office of Student Diversity and Inclusion (Equality University Conference, Martin Luther King Celebration), Community Relations (Elementary/Middle/High School Tours), St. Bernard Project, City of San Marcos, San Marcos Food Bank, Student Involvement (Bobcat Build, Boko Awards), Community Staff Development Team (Student Affairs Symposium), Student Health Center, LBJ Student Center, Meadows Center, Barton Middle School (Golf Tournament), Retention Management (Brilliant Bobcats), Higher Education Act 50th Anniversary, TRIO Program, The Austin San Antonio Corridor Council (Executive Committee Meeting), Travis Elementary School, Sights & Sounds of Christmas, Lehman High School, San Marcos High School, Mendez Elementary School, Crockett Elementary School, Downtown San Marcos Beautification Project, Meals on Wheels, Farmer Fred’s Garden Spring Carnival, Science Texas State Summer Camp Fair and the Spring Jamboree.
 12. Greek Affairs assisted the four Dean of Students Office Greek-affiliated Chartered Student Organizations (Interfraternity Council, Multicultural Greek Council, National Pan-Hellenic Council, and Panhellenic Council) to significantly increase engagement, grade point averages, diversity training, community service and leadership activities, which included a most noteworthy increase from three chapters to 11 chapters recognized for academic achievement of its members over FY15.
 13. The Leadership Institute provided almost 500 students with leadership development opportunities that included the Leadership Institute Annual Conference for 403 participants, a Pathfinder: Texas State Emerging Leaders Program (expanded to two sessions each long semester) for 24 students, and the campus-based session of the LeaderShape® Institute for 60 students.

14. The Leadership Institute hosted approximately 350 middle school students and teachers from across the state of Texas for the 50th Anniversary of the Signing of the Higher Education Act of 1965 with approximately 80 student volunteers to help commemorate the event.
15. Student Justice investigated and adjudicated cases involving a total of 628 students, and completed seven Sexual Misconduct Policy Investigations per the Title IX policies and procedures.

Progress on 2012-2017 Administrative Support Plan / Strategic Plan in 2015-2016

Below is the FY16 progress made to the Dean of Students Office 2012-2017 Strategic Plan.

Department Goal: 1 (2012-2017): Support student success by enhancing services to assist students in social Greek letter organizations, students affected by emergencies and students affected by university related concerns.

Department Objective: 1.1 (2012-2017): Create a comprehensive review and response process for addressing reported student emergencies and university related concerns.

Student Affairs Goal: I. Facilitate the retention, graduation and career development of a high quality, diverse student population.

Department Strategy: 1.1.1 (2012-2017): Develop comprehensive written processes for responding to student emergencies brought to the attention of the Dean of Students Office.

2015-2016 UPDATE: This strategy is complete. A permanent part-time Student Emergency Services Coordinator began working September 1, 2015. The full-time Coordinator funding will begin working September 1, 2016.

Department Strategy: 1.1.2 (2012-2017): Hire a full-time staff person to coordinate emergency services for common/routine emergencies often experienced by students.

2015-2016 UPDATE: Student Service Fee permanent funding approved in spring 2016 for full-time position. Part-time staff member employed converted to full-time status effective September 1, 2016 for 2016-2017.

Department Objective: 1.2 (2012-2017): Develop an academic achievement and support program reflective of university and national social Greek letter organizations academic standards and requirements.

Student Affairs Goal: Create and deliver co-curricular programs and services through partnerships with faculty, staff, and external constituents to ensure the success of students.

Department Strategy: 1.2.1 (2012-2017): Create a Scholarship Programming Resource for Fraternity/Sorority Chapters.

2015-2016 UPDATE: Greek Affairs staff continues to work with Scholarship Officers from each of the Greek Governing Councils to encourage chapter utilization of the resource manual created during the 2014-2015 school year. The manual is provided through the Greek Affairs website and by Greek Affairs staff to individual chapters and chapter executive officers as annual officer transitions take place. Additionally, the resource was provided to New Member Educator and Membership Development officers during the annual Risk Management training for all chapters in the Fall. For new chapters colonizing on campus, the manual is reviewed with chapter leadership and/or advisors to assist in developing strong scholarship programs within their organizations at the beginning of their colonization.

Department Strategy: 1.2.2 (2012-2017): Collaborate with the Student Success & PACE Center areas on the development of a comprehensive Greek Academic Support Program.

2015-2016 UPDATE: Scholarship Officers from the Greek Governing Council are encouraged to meet with a representative from Alkek Library's Student Learning Assistance Center to create an opportunity to develop a relationship with the service providers in this area. Individual fraternity and sorority chapters are encouraged to go to SLAC for assistance with their chapter scholarship programs as well as set up appointments for individual members in need of academic assistance. Additionally, the Greek Affairs office coordinated with a representative from Career Services to provide a presentation at the annual Risk Management training to all chapter New Member and Membership Development officers on resources and strategies to assist new members in maintaining academic achievement. The presentation provided the scholarship manual as a resources as well as university resources to assist them.

Department Strategy: 1.2.3 (2012-2017): Increase award and recognition opportunities for positive academic achievement.

2015-2016 UPDATE: During the spring 2016 semester, Greek Affairs awarded recognition for fraternity and sorority chapters who achieved outstanding work in five different pillars of advancement as well as overall performance, including academic excellence. No chapter achieved the top recognition in this area. However, a total of 11 fraternities and sororities from all four councils were awarded a "most improved" performance recognition for increased academic performance of their chapter membership over the course of the

2015 spring and fall semesters. This is an improvement from the three chapters from two councils who were awarded recognition in the spring 2015 semester. One of the Greek Governing Councils increased recognition, awarding acknowledgement to individuals with outstanding academic achievement within their council. The Greek Affairs Programming Board added other recognition opportunities by awarding points based on overall academic performance in the yearlong Greek Challenge program designed to encourage positive chapter achievement in five areas, including academics.

Department Goal: 3 (2012-2017): Facilitate student success through leadership development opportunities which focus on needs of a diverse student population.

Department Objective: 3.1 (2012-2017): Increase the collaboration with faculty, staff and students throughout the university in order to provide leadership opportunities that will integrate ethics/integrity, excellence, social responsibility, inclusivity, civic engagement and empowerment.

Student Affairs Goal: II. Create and deliver co-curricular programs and services through partnerships with faculty, staff, and external constituents to ensure the success of students.

Department Strategy: 3.1.5 (2012-2017): Connect the Dean of Students Office Chartered Student Organizations (Student Government and Student Foundation) to the Texas State Leadership Institute.

2015-2016 UPDATE: Staff from the Leadership Institute conducted presentations at a general meeting of Student Foundation to outline its strategic plan and seek Leadership Institute involvement with programming. Student Foundation (SF) members were also selected to serve as small group facilitators for the Leadership Institute Annual Conference. Select SF leaders were speakers at workshops and conference breakout sessions offered during the year. Student Foundation members are also encouraged to attend and complete the Leadership Institute Capstone program, as well as to participate in any of the programs offered.

Department Goal: 4 (2012-2017): Promote awareness of legal issues affecting students through direct educational programs, collaborative efforts with academic and other departments as well as professional training opportunities for students.

Department Objective: 4.1 (2012-2017): Increase staff to manage growing programs and services while maintaining personal safety and a high level of customer service.

Student Affairs Goal: V. Recruit, develop, support and retain high quality, diverse staff.

Department Strategy: 4.1.1 (2012-2017): Research and implement addition of full-time receptionist.

2015-2016 UPDATE: It continues to be a priority Dean of Students Office/Attorney for Students Office objective to obtain an additional full-time administrative assistant to answer phones, schedule clients in the office, and perform notary services. Clients with critical issues often feel uncomfortable with a student worker preparing notes/briefs on sexual assault or crime cases. The office may not be sufficiently staffed to answer immediate needs because of limited student worker hours and heavy workload for the full-time Administrative Assistant II. With sporadic hours and significant gaps in office coverage (due to spring/December/summer breaks, etc.), it is difficult for the Administrative Assistant II to handle office calls and set-up appointments along with her other duties. The Administrative Assistant II supervises all the student workers; handles purchasing and maintenance issues for all office equipment and supplies; reviews, categorizes, summarizes and compiles all statistical data necessary for the annual report; performs bookkeeping for the office (resolves conflicts with SAP); coordinates travel; performs notarizations; makes appointments; assists with all attorney needs (legal research, document production, client contacts, etc.); and performs the labor-intensive scheduling of more than 180 presentations around campus each year. The Administrative Assistant II devotes a substantial portion of her day to receptionist duties, making the position more challenging and limited in time management. The office can better serve students with an additional full-time Administrative Assistant new hire.

Department Goal: 5 (2012-2017): Increase student sustainability and success both academically and personally, by providing satisfactory and appropriate programming that encourages healthy decision making relating to alcohol and drugs as well as personal responsibility.

Department Objective: 5.1 (2012-2017): Identify the Alcohol and Drug Compliance Services as a valuable resource for the university community, by providing needed alcohol and drug related services in an established, efficient and confidential setting.

Student Affairs Goal: II. Create and deliver co-curricular programs and services through partnerships with faculty, staff, and external constituents to ensure the success of students.

Department Strategy: 5.1.1 (2012-2017): Complete relocation of Alcohol and Drug Compliance Services to a permanent location clearly identified for efficient access of students.

2015-2016 UPDATE: This relocation (strategy) is complete as intended in the strategic plan, and in advance of end date FY17. The workspace is not ideal and has operational challenges that will be monitored, as will opportunities for a subsequent relocation/modification.

Department Strategy: 5.1.2 (2012-2017): Create a brochure for the university community about the Alcohol and Drug Compliance Services.

2015-2016 UPDATE: This is in progress and on time. It was expected to be complete prior to its end date of FY13, however modifications to the overall Dean of Students Office service brochure during the 2014-2015 period, which includes appropriate and sufficient marketing material for the ADCS area, has rendered this strategy complete. No other marketing brochure for ADCS will be created at this time.

Department Strategy: 5.1.3 (2012-2017): Create a website about the Alcohol and Drug Compliance Services.

2015-2016 UPDATE: This is completed and is on-going since beginning date of FY13. Modifications and refinement will be made on an as-needed basis. The website for ADCS is monitored and updated by the Coordinator and by the Administrative Assistant II, who are both GATO trained. The ADCS website is also monitored overall by the Marketing Coordinator from the Dean of Students office.

Department Objective: 5.2 (2012-2017): Increase staff to manage growing programs and services while maintaining personal safety and a high level of customer service.

Student Affairs Goal: V. Recruit, develop, support and retain high quality, diverse staff.

Department Strategy: 5.2.1 (2012-2017): Hire a half-time support staff person.

2015-2016 UPDATE: Funding has not yet been identified and with current growth of the office, student enrollment and expansion of services in the Dean of Students Office, this position is more necessary. Due to limited resources (lack of funding and workspace), this priority has been placed under strategy 5.2.2 under this objective – hiring a conduct officer – and this strategy remains in place for future completion.

Department Strategy: 5.2.2 (2012-2017): Hire a full-time Conduct Officer.

2015-2016 UPDATE: COMPLETED. A request that was made and pending approval in 2014-2015 for this position was approved and the position has been filled. A small conference room was repurposed in order to provide a workspace for this and an unrelated position.

Assessments Conducted in 2015-2016

The Dean of Students Office conducted Customer Tracking/Demographics, Satisfaction Surveys/Event Evaluations and Outcomes-type assessments during FY16. Four areas of the Dean of Students Office collected customer information, six areas conducted different surveys rating satisfaction of services and evaluating events, and five areas reported results from outcomes data. Summaries of all 15 assessments, including highlights of the results, are below.

Customer Tracking / Demographics:

1. The Dean of Students Office Administrative Support for the Central Office conducted customer tracking during 2015-2016 for both in person and over the phone assistance provided by the reception area staff. A total of 11,471 contacts were made for the year. The busiest month for this office is February (N=1,916), while the slowest is September (N=391). The Dean of Students Office areas with the highest activity were Student Emergency Services (N=566) during summer/fall 2015 and Student Justice (N=1,042) during spring 2016. The most activity throughout the year in the Dean of Students Office was 3,237 contacts for general inquires and requests for assistance.
2. The Attorney for Students Office services were utilized by 44% of students who utilized identified as White, 36% as Hispanic and 11% identified as Black. The office served more women (54%) than men which was consistent from the services provided during 2014-2015. Criminal issues remained at the forefront for all classifications. Majors who used the office most frequently were Business Management, who were often seeking advice on starting a business.
3. The Leadership Institute conducted participant tracking and demographics for the workshop series, film series and the Annual Leadership Institute Conference. The 2016 Leadership Institute Conference hosted 403 total participants, including 282 students. The majority of students who attended the Conference were classified as Seniors (31%) and Juniors (28%) while 31% were Sophomores and Freshman. Over 60% of students who participated in the Conference were majors within the Colleges of Education (28%), Business (17%) and Liberal Arts (15%). During 2015-2016, a total of 104 students participated in the Leadership Institute's five workshops during 2015-2016 and a total of 93 students participated in the Leadership Institute's film series. Additionally, the Leadership Institued assisted 52 students to travel to leadership development conference within the state of Texas.
4. Student Emergency Services conducted Absence Notification Customer Tracking. The 464 notifications issued during fall 2015 and the 558 notifications issued during spring 2016 was analyzed in an effort to understand the distribution of types of absences reported for notifications. Of the total 1,022 notifications issued in FY16, 73% (N=393) of notifications were medically related, 18% (N=83) of notifications for a death in the family, and 9% (N=45) of notifications were related to another type of emergency.

Satisfaction Surveys / Event Evaluations

1. Alcohol and Drug Compliance Services evaluated the two aspects of the area for the first time during 2015-2016 by e-mail surveys in Spring 2016. The survey results of the

Community Service Program indicated 72.7% of respondents strongly agreed with being satisfied. The Alcohol and Drug Compliance Services Assessments Sessions Process survey resulted in low response rate but indicated 100% of respondents reported the overall process was very helpful to extremely helpful.

2. The Attorney for Students Office continues to implement Satisfaction Surveys. The office continues to use an Android tablet to get students to answer assessment questions at the end of their appointments, which has improved response rate to 88% of students who completed the survey during 2015-2016. More than 60% of student respondents reported their legal issues distracted them from their studies. While more than 97% of student respondents reported feeling better equipped to handle similar situations in the future, negative comments primarily focused on the length of time it takes to see an attorney.
3. Student Emergency Services e-mailed an electronic satisfaction survey to 1,022 students who had received Absence Notification services during 2015-2016. In fall 2015, 464 surveys sent yielded a 12.3% (N=57) response rate and the 558 surveys sent in spring 2016 yielded an 11.5% (N=64) response rate. The total 1,022 surveys distributed resulted in an overall 12% (N=121) response rate in 2015-2016. Major findings in the survey results indicated between 100% to 98% of respondents were satisfied with the services provided, found it helpful, and believed the service assisted them with continuing their education during 2015-2016. The survey comments supported the students' satisfaction with the services because respondents specifically named Dean of Students Office staff who were especially helpful, which included the Student Emergency Services Coordinator, the Assistant Coordinator, the Graduate Assistant, the Administrative Assistant, and a Student Worker at the Central Office reception area. Based on survey comments provided, Student Emergency Services plans to improve the Absence Notification service by revising the language on the notification in order to make it clearer for both the students and faculty regarding the purpose of the notification.
4. The Student Ombuds Services conducted an electronic survey of 61 students who received the service in the office after the completion of their case, which yielded a 14% (N=9) response rate. Major findings of the survey showed as a result of the Ombuds process 78% (N=7) of respondents know where to find information to address future concerns they may encounter. Overall satisfaction with the Ombuds services ranged from 56% (N=5) of respondents who rated their experience as "Excellent" and 22% (N=2) of respondents rated their experience as "Satisfactory" or "Average."
5. The Leadership Institute administered a paper survey in April 2016 to 17 Student Leadership Board members and 16 completed surveys were returned, yielding a 94.1% response rate. The survey asked students to rate their level of satisfaction with the advising of the organization using a four-point Likert scale. The number of respondents who indicated they were very satisfied with the advising was 81.3% (N=13). Based on respondents' comments, the organization members need more guidance about effective marketing of events/workshops and the organization as a whole to increase participation.
6. The Leadership Institute conducted a paper event evaluation to student participants at all five of the leadership workshops, both leadership film series sessions and the Annual Leadership Institute Conference held during 2015-2016 to evaluate the events. All five workshop survey respondents reported high levels (100% to 86%) of satisfaction with presenters and topics, which respondents strongly believed would be helpful to their development as leaders. The Leadership Institute learned from the survey results that

improvement may be made to increase workshop attendance in order to enhance engagement through more group discussions and activities during each session. The leadership film series survey results were similar to the workshop series results and area of needed improvement, which the Leadership Institute plans to address during 2016-2017. The Annual Leadership Institute Conference paper survey was provided to all 282 student participants at the end of the 2016 Conference yielding an 84.4% response rate (N=238 completed surveys), which is 35.4% increase from 62.32% in 2014-2015. Major findings of the 2016 Conference survey showed 99.6% of respondents agreed or strongly agreed that they enjoyed the conference overall, which is a 16.2% increase from 85.7% in 2014-2015. Based on the 2016 Conference survey results, the Leadership Institute plans to revisit how session descriptions are created to improve accuracy, explore incorporating a networking session or reception for non-Texas State attendees as well as with the featured speaker and to increase participation in the Common Experience exhibit.

Outcomes

1. Pre-Test/Post-Test

The Alcohol and Drug Compliance Services continues to utilize the state mandated pre-test/post-test, provided by the Alcohol Education Program for Minors (AEPM) curriculum, as the tool to determine learning outcomes (including knowledge increase) for each AEPM class facilitated. Per state mandate, the pre-test is completed by each student as part of the registration process prior to the beginning of the class. Per state mandate, the post-test is completed by each student at the conclusion of the course. Successful completion of the course is determined by a post-test score of at least 70%. During 2015-2016, 13 AEPM/MIP classes were conducted with 168 participants successfully completing the course with an overall “knowledge increase” of 73%.

2. Completion Rate

Student Emergency Services compared the fall and spring semester completion rates for all students who received Absence Notification services during 2015-2016 by reviewing the students’ transcripts after grades posted each semester. The completion rates were defined as not withdrawing from the university and receiving any letter grade for courses in the semester students received the Absence Notification services. Of the 464 students in fall 2015, 97% (N=452) of students who received Absence Notification services completed and, of the 558 students in spring 2016, 98% (N=547) of students who received the services completed. Overall, of the total 1,022 students who received Absence Notification services in FY16, an average 98% (N=999) of students completed the semester they received the services.

3. GPA Comparisons for Greeks

Grade monitoring of Greek-affiliated students shows that the average grade point average of individual Greek affiliated students increased to 2.70 GPA. The FY16 average GPA was a 0.02 percent increase over FY15. Since FY14, Greek-affiliated students have earned an overall 0.05 percent increase in the last three fiscal years, when the average GPA of Greek-affiliated students was 2.67. A continued increase in the number of chapters who achieved an overall chapter GPA average of 2.50 or higher was achieved this fiscal year as well, with a 4 percent increase in FY16 over FY15. For FY16, 81 percent of Greek-affiliated chapters achieved an average 2.50 GPA or above, compared to 77% in FY15. An overall

improvement of 14 percent from FY14 has been achieved, which included a 10% increase in FY 15 over FY14.

4. **Student Leadership Skills Proficiency Observations for Student Foundation**
Student Foundation Advisors evaluated the leadership skills proficiency of all ten of the Student Foundation Officers and Directors based on Carsten's Matrix of Student Employment. This rubric contains three leadership skills categories (nuts and bolts; people and places; and personal skills) that are rated using the five levels beginning with the lowest level of (1) Member, (2) Volunteer/Contributor, (3) Coordinator, (4) Organization Veteran, and ending with the highest level of (5) Visionary. In Fall 2015, three (30%) Leadership Team members were at the *Visionary* level (the highest leadership skills level), two (20%) Leadership Team members were at the *Organization Veteran* level, two (20%) Leadership Team members were at the *Coordinator* level, one (10%) Leadership Team member was at the *Volunteer/Contributor* level and two (20%) Leadership Team members were at the *Member* level (the lowest leadership skills level). Leadership levels were maintained through spring 2016 from among the same students. In spring 2016, one (10%) Leadership Team member was at the *Visionary* level (the highest leadership skills level), three (30%) Leadership Team members were at the *Organization Veteran* level, two (20%) Leadership Team members were at the *Coordinator* level, two (20%) Leadership Team members were at the *Volunteer/Contributor* level and two (20%) Leadership Team members were at the *Member* level (the lowest leadership skills level). The results from the Student Leadership Skills Proficiency Observations assessment indicate that Student Foundation activities (including team building, budgeting, event planning, assessment, communication, recordkeeping and university policies and procedures training) positively affected the Leadership Team's continued growth and involvement.
5. **Student Leadership Skills Proficiency Observations for Student Leadership Board**
Student Leadership Board Advisors evaluated the leadership skills proficiency of two executive officers, who have the greatest connection (and only two paid positions with required office hours) with the office, based on Carsten's Matrix of Student Employment. This rubric contains three leadership skills categories (nuts and bolts; people and places; and personal skills) that are rated using the five levels beginning with the lowest level of (1) Member, (2) Volunteer/Contributor, (3) Coordinator, (4) Organization Veteran, and ending with the highest level of (5) Visionary. By the end of the spring semester both students (100%) had achieved at least a (4) Organization Veteran in all three categories. The two students assessed averaged a 1.25 point increase between their fall average assessment score and their spring average assessment score. The results indicate that students are experiencing growth in their leadership skills. Specifically, they are able to share their leadership responsibilities, hold themselves accountable, and encourage ownership and participation in the organizations.

Presentations in 2015-2016

The Dean of Students Office staff provided more than 90 presentations on approximately 65 topics during FY16, including international, national, state and local professional appearances as topic experts representing Texas State University. Staff presented to audiences at both the San Marcos and Round Rock campuses of Texas State University; at the regional annual conference of the Texas Association of College and University Student Personnel Administrators in Corpus Christi,

Texas; at the national annual conference of the Association of College Unions International in New Orleans, Louisiana; and at the Universidad Alberto in Santiago, Chile. Presentations were most frequently provided to the University Seminar classes by all professional staff in the Attorney for Students Office, the Leadership Institute and Greek Affairs on topics such as Social Justice training, Leadership Inventories, Alcohol Education Program for Minors, Renting/Tenant issues, How to Use Your Fraternal Values in Your Day to Day Leadership, Academic Success Strategies, Risk Management Presentations, Communications and Connections, Effective Chapter Management and others. The Dean of Students Office presentations are listed below.

PERSON	PRESENTATION	AUDIENCE	PLACE
Iliana Melendez, Skylar Walkes, Tanya Long, Dr. Michael O'Malley, US Embassy Representative, Community Non-Profits	Social Transformation and Justice through Education: Citizens Changing the World	90 Student, Faculty, Staff, and Community partners of the Universidad Alberto Hurtado and Universidad Catolica de Chile	Santiago, Chile at the Universidad Alberto Hurtado
Mackenzie Davidson	Synergy > Silos: A Guide to Powerful Collaborations	2016 ACUI National Conference	New Orleans, LA
Mackenzie Davidson	Inventory Gumbo! Leadership Inventories and Uses	2016 ACUI National Conference – 50	New Orleans, LA
Iliana Melendez & Corey Benson & Makiba Morehead	Community Through Compliance: Supporting the LGBTQIA Community on Campus	70 Faculty, Staff, and Graduate Students from across the state of Texas 10/5/15	TACUSPA Conference Corpus Christi, Texas
Iliana Melendez & Corey Benson & Makiba Morehead	Community Through Compliance: Supporting the LGBTQIA Community on Campus	90 Faculty, Staff, and Graduate Students from across the state of Texas 3/30/16	TACUSPA Webinar Presentation
Milena Christopher	Renting Laws	ACT	San Marcos Police Dept.
Iliana Melendez	New UPD Officer Training – Student Justice & UPD	1 New UPD Officer 7/8/15	Texas State
Iliana Melendez	True Colors	10 SAHE Graduate Students 10/23/15	Texas State
Iliana Melendez & Dr. Catherine Bitney	Open the Closet, Your Child is Knocking	150 Faculty, Staff, and Students	Texas State
Ismael Amaya, Iliana Melendez & Brenda L.	Judicial Hearing Board & OCR Member Training	19 Faculty, Staff & Students 1/29/16	Texas State
Kama Davis	Tenant Issues	1 st Generation Students	Texas State
Ismael Amaya, Iliana Melendez & Brenda L. – featuring Nelly Herrera, Assoc. Gen. Counsel	Judicial Hearing Board & OCR Member Training	20 Faculty, Staff & Students 4/22/16	Texas State

PERSON	PRESENTATION	AUDIENCE	PLACE
Iliana Melendez	Texas State University Pathfinder: Ethics and Integrity	20 Students 10/20/15	Texas State
Iliana Melendez	Texas State University Pathfinder: Ethics and Integrity	30 Students 3/28/16	Texas State
Iliana Melendez	USAC Social Justice Training: Gender Identity & Equity	42 Students 2/12/16	Texas State
Iliana Melendez, Dr. Brandon Beck, & Dr. Rachel Deavenport	Allies Training: Faculty and Staff Presentation	60 Faculty & Staff 4/07/16	Texas State
Cheryl Harper	Alcohol Education Program for Minors (5 classes)	AEPM/MIP Students	Texas State
Stacy Batts	Alcohol Education Program for Minors (8classes)	AEPM/MIP Students	Texas State
Kama Davis	What to Expect in the Real World	Alpha Kapa Psi Business Fraternity	Texas State
Bob Dudolski	“How to Use Your Fraternal Values in Your Day to Day Leadership”	Alpha Sigma Phi Fraternity Alpha Xi Delta Sorority	Texas State
Ismael Amaya & Iliana Melendez	International Student Orientation - – Welcome, Intro to DOS services, conduct expectations & legal issues.	Approx. 150 mostly new International Students. 8/19/15	Texas State
Iliana Melendez	Study Abroad – Things to Remember (Conduct Expectations)	Approx. 20 Students In Japan Study Abroad Program with Dr. Moriuchi 4/15/16	Texas State
Shannon FitzPatrick	Renting Issues for Students	Athletes	Texas State
Laramie McWilliams	Leadership Styles Assessment	Blanco Hall Students (Leadership On Demand) – 10	Texas State
Lindsey Trione	Effective Chapter Management	Chapter Operations & Risk Management Chairs	Texas State
Leslie Cheromiah	Effective Chapter Management	Chapter Operations Officers & Risk Management Officers	Texas State
Bob Dudolski	Risk Management Workshops	Chapter Presidents & Risk Management Chairs	Texas State
Cheryl Harper	Alcohol Use Among College Students	Communication Studies Class	Texas State
Bob Dudolski	Team Synergy &	Dean of Students Office	Texas State

PERSON	PRESENTATION	AUDIENCE	PLACE
	Communication Skills	Staff	
Bob Dudolski	Recruitment Seminars	Delta Sigma Phi Fraternity Kappa Sigma Fraternity	Texas State
Bob Dudolski	Executive Officer Transition Training	Delta Tau Delta Fraternity	Texas State
Bob Dudolski	Academic Success Strategies	Delta Tau Delta Fraternity Sigma Chi Fraternity	Texas State
Bob Dudolski	Risk Management Presentations	Delta Zeta Sorority Kappa Alpha Order	Texas State
Laramie A. McWilliams	Step Into the Circle: Understanding Identity	Diamond Sweethearts Retreat – 120	Texas State
Bob Dudolski	Student Leadership Training and Development	Emerging Leaders Academy & Chapter Presidents’ Retreats	Texas State
Laramie McWilliams	Courage 101	Equality University - 20	Texas State
Laramie McWilliams	Awareness 201	Equality University - 20	Texas State
Laramie McWilliams	Daring Greatly 301	Equality University - 20	Texas State
Milena Christopher and Shannon FitzPatrick	Digital Trusts	Faculty/Staff	Texas State
Glynis Christine	Communications and Connections	Fall 2015: Pathfinder: Texas State Emerging Leader Program	Texas State
Kathryn Weiser	Dean of Students Office and Student Emergency Services	Graduate Student Orientation	Texas State
Aaron Noon	Goal Setting & Robert’s Rules of Order	Greek Council Executive Officers	Texas State
Lindsey Trione	Greek Council Executives Kick-Off	Greek Council Executives	Texas State
Aaron Noon	Judicial Board Training	IFC & NPHC Delegates	Texas State
Aaron Noon	Presidents Roundtable	IFC Chapter Presidents	Texas State
Aaron Noon	TechPhi Recruitment Technology Workshop	IFC Chapters	Texas State
Aaron Noon	Recruitment Roundtable	IFC Chapters	Texas State
Bob Dudolski	Greek Council Executive Officers Beginning of the Year Kick-off & Leadership Expectations	IFC, MGC, NPHC & PHC Council Executives	Texas State
Lindsey Trione	Risk Management Presentation	Kappa Delta Chi Sorority	Texas State
Kama Davis/S. FitzPatrick	Issues in Gay Marriage	Lambda/Bobcat Pride	Texas State
Laramie McWilliams	Strategies for Effective Communication	Leadership Capstone Program – 25	Texas State
Laramie McWilliams and Naiha Campos	Social Excellence	Leadership Capstone Program – 25	Texas State

PERSON	PRESENTATION	AUDIENCE	PLACE
Laramie McWilliams	The Sandlot: Lessons on Leadership	Leadership Film Series Students – 50	Texas State
Bob Dudolski	“Discovering the Leader Within”	Leadership Institute Annual Conference	Texas State
Glynis Christine	Investing in Your Greatest Ally: You!	Leadership Institute Annual Conference	Texas State
Ismael Amaya & Iliana Melendez	International Student Orientation – Resource Fair	New and Returning International Students. Approx. 100. 1/13/16.	Texas State
Kama Davis	Landlord/Tenant Issues	New Student Orientation	Texas State
Shannon FitzPatrick	Dean of Students	New Student Orientation Parents	Texas State
Shannon FitzPatrick	New Gun Laws and How They Might Impact the Disabled	Office of Disability Services	Texas State
Lindsey Trione	Recruitment Counselor Training Sessions	Panhellenic Council Executive Board & Recruitment Counselors	Texas State
Lindsey Trione	Selection with Campus Director	Panhellenic Recruitment Counselors	Texas State
Kama Davis	First Generation Organization Meeting	Parents of first generation college students	Texas State
Aaron Noon	Parents’ Orientation Presentation	Parents of New Students	Texas State
Lindsey Trione	Parents’ Orientation Presentation	Parents of New Students	Texas State
Laramie McWilliams	Social Excellence	Pathfinder: Emerging Leaders Program – 30	Texas State
Aaron Noon	Risk Management	Phi Kappa Psi Fraternity Phi Kappa Tau Fraternity Theta Chi Fraternity	Texas State
Aaron Noon	Hazing Prevention Program	Phi Kappa Tau Fraternity	Texas State
Laramie A. McWilliams	Leadership Institute Overview	Pre-Physical Therapy Organization – 85	Texas State
Dr. Ashley Spicer-Runnels	Importance of Professional Development for SAHE Students	SAHE Students - 20	Texas State
Stacy Batts	Social Work Graduate Class x 2 Presentation on DSM Criteria	Social Work Graduate School Students	Texas State
Glynis Christine	Communications and Connections	Spring 2016: Pathfinder: Texas State Emerging Leader Program	Texas State
Laramie McWilliams and	Mission and Vision	Student Leadership Board	Texas State

PERSON	PRESENTATION	AUDIENCE	PLACE
Mackenzie Davidson	Development	Retreat – 15	
Naiha Campos	Step Into the Circle: Exploring Identity	Student Leadership Board Retreat – 15	Texas State
Naiha Campos	Leadership Institute Overview	TSIE Program Students – 25	Texas State
Laramie McWilliams and Mackenzie Davison	Leadership Institute Overview and Assessment	University Seminar (Dana Holmes) – 15	Texas State
Laramie McWilliams	Professionalism and Communication	University Seminar (Megan Haynes) – 15	Texas State
Laramie McWilliams	Leadership Styles Assessment	University Seminar (Nina Pereira) – 10	Texas State
Dr. Ashley Spicer-Runnels	Leadership Institute Overview	University Seminar (Section 1 for Susan Rolls) – 15	Texas State
Dr. Ashley Spicer-Runnels and Laramie McWilliams	Leadership Institute Overview	University Seminar (Section 2 for Susan Rolls) – 15	Texas State
Dr. Ashley Spicer-Runnels and Laramie McWilliams	Leadership Institute Overview	University Seminar (Section 3 for Susan Rolls) – 15	Texas State
Laramie McWilliams	Leadership Institute Overview	University Seminar (Section 4 for Susan Rolls) – 15	Texas State
Dr. Ashley Spicer-Runnels and Laramie A. McWilliams	Leadership as a Process, Not a Position	University Seminar Students – 20	Texas State
Laramie McWilliams and Mackenzie Davidson	Leadership as a Process, Not a Position	University Seminar Students (Instructor) – 20	Texas State
Dr. Ashley Spicer-Runnels and Laramie A. McWilliams	Leadership as a Process, Not a Position	University Seminar Students (Section 1 for Ken Murdock) – 20	Texas State
Dr. Ashley Spicer-Runnels and Laramie A. McWilliams	Leadership as a Process, Not a Position	University Seminar Students (Section 2 for Ken Murdock) – 20	Texas State
Shannon FitzPatrick	Office of the Attorney for Students	US1100 Faculty	Texas State
Kama Davis	Legal Issues Affecting Veterans	Veterans	Texas State
Iliana Melendez & Corey Wheeler	True Colors	210 RA Candidates and 20 Professional DHRL Staff 2/5/16	Texas State \ \
Dr. Ashley Spicer-Runnels	Leadership and Communication	Round Rock Students - 5	Texas State Round Rock Campus
Dr. Ashley Spicer-Runnels and Laramie A. McWilliams	Leadership Workshop Series: Social Excellence	Round Rock Students – 5	Texas State Round Rock Campus

Special Recognitions in 2015-2016

The Dean of Students Office staff received a total 21 special recognitions during FY16. One staff member was selected as a scholar for a collaborative and international project that received funded support from the White House Administration. Another employee was awarded a doctoral degree. Two staff members were selected by Texas State students to be Namesakes of the Bobcat Preview Dens. Texas State students also recognized Dean of Students staff through inductions into local chapters of national associations such as Order of Omega and the Golden Key Society. The City of San Marcos, Texas recognized one staff member for service to the community. Texas State University faculty and staff recognized several Dean of Students Office individuals by electing two to Executive Board positions within University committees, selecting one as a scholarship recipient, and selecting two to receive awards of appreciation and excellence. The Dean of Students Office employees were also recognized for their teamwork contributions through a total of three Texas State University Quarterly Team Awards received, which included one for the entire staff for assistance provided in response to the May 2015 flooding in San Marcos. Below is a list of recognitions the Dean of Students Office received and the people who received recognitions during FY16.

<u>PERSON</u>	<u>RECOGNITION</u>	<u>ORGANIZATION</u>
Iliana Melendez	selected as a 100K Strong – Gabriela Mistral Scholar	A joint project & recognition of the following: Texas State University’s Project LEARN-Chile, Gabriela Mistral Foundation, Universidad Alberto Hurtado, with funding support from the White House Administration
Vincent E. Morton	awarded Ph.D.	Texas State University, College of Education
Dr. Margarita Arellano and Cheryl Harper	selected, Bobcat Preview Den Namesake	Bobcat Preview at Texas State University
Stacy Batts	inductee, Golden Key Honorary Member	Texas State University Student Foundation
Iliana Melendez	inductee, Order of Omega	Texas State Chapter of Order of Omega
Cheryl Harper	Pack It Up, Pass It On Mayoral Proclamation	Texas State Community Relations & City of San Marcos City Hall
Cheryl Harper	elected, Executive Board – Treasurer	Texas State University Coalition of Black Faculty and Staff
Ismael Amaya	elected, Executive Board – Secretary	Texas State University Hispanic Policy Network (HPN)
Attorney for Students Office	Office of the Year January 6, 2016	University Student Legal Services Association - Western

		Region
Dean of Students Office Staff Team	Quarterly Team Award (August 2015) - May 2015 Flood Response	Texas State University, Team Recognition Committee
Dr. Margarita Arellano, Shelby Pritchett and Mary Ann Moerke	Quarterly Team Award (February 2016) - Higher Education Act Celebration Team	Texas State University, Team Recognition Committee
Ismael Amaya	Quarterly Team Award (May 2016) – HPN Naturalization Ceremony	Texas State University, Team Recognition Committee
Alma Machado	selected, Champion of Success Award	Division of Student Affairs
Mariel Alvarez	recipient, Miguel Hernandez Staff Council Scholarship	Texas State University Staff Council
Mariel Alvarez	recipient, Award of Appreciation	Texas State university Coalition of Black Faculty and Staff
Stacy Batts	selected & graduated, Citizen’s Police Academy	Texas State University Police Department
Stacy Batts	selected as Faculty/Staff Family Cluster Facilitator & completed The Institute – LeaderShape®	Texas State University Leadership Institute

Progress on Objectives from last year’s Annual Report

All areas of the Dean of Students Office worked to achieve a combined total of 50 objectives during 2015-2016. Of the 50 objectives, 60% (N=30) were completed, 26% (N=13) were achieved and will continue to be on-going, while 14% (N=7) are still in progress towards completion.

Objectives for 2016-2017

The following is a list of 45 objectives the ten Dean of Students Office areas have established to achieve during FY17 in order to better serve students.

1. Administrative Support for the Central Office will continue to enhance the staff resources with the placement of forms online to assist all staff in the Dean of Students Office.
2. Administrative Support for the Central Office will continue to improve communication with the support staff in all areas of the Dean of Students Office.
3. Administrative Support for the Central Office will coordinate all support staff creating online written procedures for their areas of the Dean of Students Office.
4. Administrative Support for the Central Office will enhance established Student Worker training for all areas of the Dean of Students Office.
5. Administrative Support for the Central Office will implement cross training for the support staff in all areas of the Dean of Students Office.

6. The Alcohol and Drug Compliance Services will continue revising and implementing a survey for the overall office, the Community Service area and the Assessment Process to determine satisfaction with services received and to identify appropriate services to add.
7. The Attorney for Students Office will begin to combine two US1100 classes that meet in the same building at the same time to provide one presentation in order to accommodate the growing demand for these presentations.
8. The Attorney for Students Office will stay abreast of changes from the State of Texas Legislative session that may impact students and make that information widely available.
9. The Attorney for Students Office will upgrade the office online presence in order to be compliant with the university web server conversion and be mobile-friendly.
10. Greek Affairs will assist each of the Greek Governing Councils to apply for AFLV Awards.
11. Greek Affairs will assist Order of Omega to revise its constitution and by-laws in order to better fit its current purpose and programs.
12. Greek Affairs will colonize one new Interfraternity Council fraternity – Phi Gamma Delta Fraternity (Fall 2016).
13. Greek Affairs will continue the Extension/Expansion process to add a new sorority to the Panhellenic Council.
14. Greek Affairs will develop and improve a second National Hazing Awareness Week campaign on campus.
15. Greek Affairs will expand the curriculum to strategic planning for the individual chapters into the community during the established annual Chapter Presidents' Retreat at T Bar M Ranch in New Braunfels, Texas.
16. Greek Affairs will expand the Greek Challenge to coincide with each of our fraternity and sorority chapter's national assessment and awards programs.
17. Greek Affairs will grow the Fraternal Values Society into the Leadership Development Curriculum by creating a mentoring relationship with the Emerging Leaders Academy and ending with eventual membership in the Order of Omega.
18. Greek Affairs will merge the Emerging Leaders Academy into a six-week semester course and move our retreat at T Bar M Ranch in New Braunfels, Texas to an annual Fraternal Values Retreat.
19. Greek Affairs will redevelop its relationship with St. Jude Children's Research Hospital and create a fundraising program that will better fit the culture of the local Texas State Greek community.
20. The Leadership Institute will continue fundraising efforts, both for the Leadership Institute endowment and for major programs such as the Leadership Institute Annual Conference and the LeaderShape® Institute.
21. The Leadership Institute will develop an updated strategic plan to provide guidance to the future of the Leadership Institute.
22. The Leadership Institute will develop and incorporate a service learning component to enhance the leadership development potential of participants.
23. The Leadership Institute will enhance training, orientation and professional development of new Graduate Assistant staff to provide easier transition and better support of new professionals in the field.
24. The Leadership Institute will explore and assess national and international cultural immersion opportunities.

25. The Leadership Institute will further develop the Leadership On Demand services by updating or developing new activities/workshops, and increase promotion of these presentations to student organizations, faculty and staff members.
26. The Leadership Institute will increase development, support and advising of the Student Leadership Board to help expand and promote involvement in the organization.
27. The Leadership Institute will increase recruitment efforts and retention of students in multi-week programming such as the Pathfinder: Texas State Emerging Leaders Program and the Texas State Leadership Capstone Program: Step Forward, Give Back.
28. Student Emergency Services will complete benchmarking of other universities with reviews of their websites and one-on-one contacts to determine the most effective method to inform the university community about the Absence Notification service and the role of faculty in this process.
29. Student Emergency Services will complete the Behavior Assessment Team website.
30. Student Emergency Services will conduct benchmarking of other universities with reviews of their websites and one-on-one contacts to compare educational outreach and procedures for services provided similar to emergency funding and academic consultations.
31. Student Emergency Services will create a one-page handout that provides necessary information about academic options available for students to assist them in making informed decisions without the need to meet with area staff.
32. Student Emergency Services will hire a full-time Coordinator for the area.
33. Student Foundation will develop and implement targeted fundraising strategies for alumni and other donors wishing to support the organization's programs and endowed scholarships by updating the Alumni database, increasing use of the Alumni Facebook page and enhancing advertising/marketing of Student Foundation events to Alumni.
34. Student Foundation will develop organizational leadership by continuing an early summer retreat model for officers and committee directors.
35. Student Foundation will increase involvement with the Leadership Institute including participation with the Annual Leadership Institute Conference, the Capstone program, other Leadership Institute-affiliated state and national conferences, as well as the LeaderShape® Institute.
36. Student Foundation will increase support from Executive Officers for all events in order to help provide balance in planning, workload, and increased appropriate use of committees.
37. Student Foundation will provide more leadership opportunities for all members, especially for the Directors and within the different internal committees.
38. Student Government Advisors will hire and train a part-time Administrative Assistant to fill the vacancy left in February 2016 that assists in the support of Student Government by September 1, 2016.
39. Student Government Advisors will provide more guidance to the Student Body President regarding selection of the Election Board including its Chair in order to better develop these student leaders' abilities to effectively run a smooth election and increase the amount of election voting participation.
40. Student Government Advisors will review and revise event checklists as needed to begin creating a handbook for necessary Student Government positions such as the Election Board Chair and the Director of Programs.
41. Student Justice will complete ongoing goals related to enhancing recruitment and training of Hearing Board members.

42. Student Justice will complete ongoing goals related to improving assessment methods.
43. Student Justice will develop a training and operations manual for the area.
44. Student Justice will develop an intern and/or Graduate Assistant position for the area.
45. Student Ombuds Services will explore how to improve assessment response rates by seeking guidance from the Student Affairs Assessment Team and consider recommendations to implement including a different assessment.

Trends/Challenges for 2016-2017

All areas of the Dean of Students Office have been impacted by the increase in students participating in the department's programs and services. An overall example of this is the department's central office assisted a total of 11,471 individuals, which was a 28% (N=3,211) increase from the 8,899 individuals in FY15. The services and programs provided to more students supports Texas State University in retaining more students who will continue their education and ultimately graduate. As more presentations from Dean of Students Office staff members are requested and the amount of both physical space and staff members remain the same, it has become a challenge to provide presentations off-campus and during the evenings or weekends. For example, Greek Affairs and Leadership Institute staff provided presentations in FY16 on the Texas State campus as well as around San Marcos, in Round Rock, New Braunfels and Wimberley. The trend has become to utilize technology and other means to provide as much information to a large audience at the same time. The Attorney for Students Office illustrates this with the FY17 implementation of presenting to multiple University Seminar classes that take place at the same time and in the same building.

The reason for the increase in students served by the Dean of Students Office may be attributed to both the student population growth each year and the students' high level of satisfaction with services as indicated on assessments from all department areas. The other reason for an increase in student traffic through the Dean of Students Office is the change in laws. For example, the Alcohol and Drug Compliance Services and Student Justice have met with more students after laws in other states have legalized the use of marijuana. Student Justice anticipates facing the challenge in FY17 of investigating and adjudicating weapons violation allegations after August 1, 2016 when the State of Texas law to allow concealed handguns to be carried on public university campuses goes into effect. In a proactive effort to address this challenge, the Student Justice website was updated in FY16, adding information to guide individuals on where and how to report different types of concerns. During FY17, the Dean of Students Office will strive for excellence by proactively addressing challenges and continuously making improvements when the need is easily evident as well as when it is indicated in assessment results.