

**Texas State University**  
**2012-2017 University Goals, Initiatives, and Indicators**  
**University 2015-2016 Plan Progress**

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

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

**Key Performance Indicators:**

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

**Median salary levels for each rank including professor, associate professor, assistant professor, and lecturer:** Median salaries for FY 2016 were: professor - \$95,987; associate professor - \$73,778; assistant professor - \$63,741; and lecturer - \$45,786.

**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

**Number and percent of full-time faculty including tenured administrators:** In fall 2015, there were 1,317 (72.6 percent) full-time faculty.

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

**Key Performance Indicators:**

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

**Merit increases awarded/not awarded:** Merit in the amount of \$2,972,751 was awarded.

**List of new recognitions received:** In the College of Education, HHP faculty received a national scholar award, and an international and city service award.

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

**Key Performance Indicators:**

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

**Number and dollar value of facility upgrades made this year:** One major infrastructure project was completed and another entered the final phase – Bobcat Trail Utility Upgrade (\$6.3 million), Electrical Infrastructure Upgrade (\$11.3 million)

- The College of Fine Arts and Communication made the following facility upgrades: Art and Design – renovation of JC Mitte Building (\$5,389,883.51), renovation of Sabinal Building (\$4,065,969.49); Communication Studies – renovation of teaching assistant offices (\$31,785); School of Journalism and Mass Communication – renovation of Trinity and creation of Media Innovation Lab (\$807,923.48); Theatre – new carpeting and paint for THEA 113 classroom (\$18,500), new carpeting, paint, and furniture for THEA 101 (\$10,000).
- The College of Liberal Arts acquired a 12,000 sq. ft. building for forensic anthropology lab space with an anticipated renovation cost of \$2,700,000. Philosophy renovated Comal to connect the departmental main office to service areas (\$5,900).
- The College of Science and Engineering had the following facility upgrades: Computer Science renovated Derrick Hall 236 (teaching lab, \$40,000) and Derrick Mezzanine (\$450,000); Mathematics upgraded/renovated DH 117, 120, 121, 327, 338, and 339, as well as the Swinney Guess House, which is now used to house seven faculty; Physics Instructional Lab Infrastructure (\$25,015 department funds and \$34,850 HEAF); Department of Chemistry/Biochemistry replaced the distilled water system in Centennial Hall, replaced the countertops in the teaching laboratories, renovated three laboratories, and upgraded the emergency electrical panels (\$3,000,000); and Biology completed the Freeman Aquatic Building lab extension (\$200,000).

**Major equipment purchases and acquisitions:** Overall, the institution spent \$2,923,263.91 on large equipment purchases (exceeding \$50,000). The total spent for major equipment purchases by the provost's office in FY 2016 was \$6,448,490.82. The associate vice president for Research and Federal Relations allocated \$210,002 or 62 percent of available funding for matching funds to support major equipment purchases. Additionally, grant awards for the acquisition of two major research instruments included: Aerosol Jet 300 Series system for the development of printed electronics applications by the Department of Defense, and a Scanning Probe Microscope for Materials Research and Education by the Army Research Office.

- In the College of Applied Arts, Agriculture spent approximately \$3,000 of department funds to add a teaching station (computer, projector, and ELMO system) to a lab that is used as a classroom.
- The McCoy College of Business Administration purchased 30 new computers, along with new data projection equipment, that were installed in T. Paul

Bulmahn Research and Trading Lab (approximately \$32,000); new data projection equipment was also installed in three CIS & QM computer labs (\$16,186); new video-capture and smart monitor equipment were added to McCoy 206 to support the development of business courses with hybrid or online formats (\$25,000 from provost, \$8,000 from the college); and new video-conferencing equipment was installed in the Frost Bank, Planto Roe, and Centers conference rooms (approximately \$32,000).

- In the College of Education, HHP invested over \$15,000 for research equipment for AT and ESS labs.
- The College of Fine Arts and Communication made several purchases: Art and Design - \$36,660.36 on furniture/equipment capital, \$26,434.41 to replace obsolete workstations in 3107.A1 classroom lab and the purchase of one computer and two laser printers; Communication Studies - \$5,931.19 in computing and technology upgrades; School of Journalism and Mass Communication – \$185,595 for furniture for Media Innovation Lab; Music – \$258,745 for instrument and equipment; Theatre - \$59,000 for automation stage equipment, \$4,500 for new film equipment, \$1,100 for new projector and screen for PERF 310, \$1,950 for installing new card readers in PERF 311 and 308, \$2,200 for sound equipment for Mainstage, \$4,000 for Moving Light Console, \$2,500 for two new computers, and \$2,600 for van repairs.
- In the College of Health Professions: Clinical Laboratory Science received \$73,500 to purchase equipment for two program laboratories including new microscopes, a Hematology analyzer, and three Clinical Chemistry Spectrophotometers. A Pan-Optic imaging microscope was also purchased to create a Digital Microscopy Core Lab with the award of a \$46,595 grant from Student Computing Resources. Communication Disorders received \$30,630 to purchase two complete computerized speech laboratory systems to be used for instructional, clinical and research labs. Physical Therapy received \$26,410 to purchase necessary equipment including several electronic elevating treatment tables, simulation blood pressure training arm, and activity trackers to support research. Respiratory Care received \$29,960 to purchase a V-60 Ventilator and Pulmonary Function Testing machine. The St. David's School of Nursing was allotted \$585,000 to upgrade the simulation laboratories. Radiation Therapy received a Student Computing Resources grant in the amount of \$49,738 used for a new interphase upgrade to the virtual reality radiation therapy educational system in the treatment planning lab and classroom.
- In the College of Liberal Arts, Geography replaced 40 computers for GIScience undergraduate and graduate courses, Modern Languages did an equipment upgrade to Centennial Hall 225, and Political Science purchased 50 Dell Optiplex 7020 SFF (\$49,950); Sociology purchased 24 Dell Computers and 5 iMac computers (\$26,751).
- The College of Science and Engineering: Computer equipment was upgraded in Mathematics to replace 26 computers in Derrick Hall 233 through a Student Computing Grant of \$34,164; in the School of Engineering, approximately \$130,000 was spent on new network infrastructure and over \$300,000 was spent on equipment/facility acquisitions to support rollout of the MS Engineering

program; in MSEC, the Analysis Research Service Center expanded to support over 140 active users and over 45 active research projects, including acquisition of a critical point dryer and one atomic force microscope, a UV-Vis Spectrometer was also donated; the Nanofabrication Research Service Center also expanded equipment to include a load lock for the electron beam evaporator, plasma enhanced atomic layer deposition system, plasma enhanced chemical vapor deposition system, spin etcher, and improved gas manifolds for more automated gas management (\$710,000); Engineering Technology purchased and installed a hot rolling mill in the foundry lab with funds donated by Commercial Metals Company (\$57,000); and Biology purchased an Illumina sequencer, plus supporting equipment for Supply Building (\$260,000).

**Number of Library expansions:** Information Technology continued the Alkek Library Infrastructure project to support flexible, technology-rich spaces for individual and collaborative work. They also updated and expanded electrical and data infrastructure on all seven floors of the library. They installed raised access floor on the main floor of Alkek and began construction of the Archives & Research Center (ARC) at STAR Park to house selected materials from the Alkek Library general collections, University Archives and Wittliff Collections.

**Number of Technology Resource developments:**

- In the Information Technology Division, several technology resources developments were completed. These include: Bobcat Trail Utility Infrastructure Upgrades, implemented Multiprotocol Label Switching across network edge devices for enhanced services, expanded Exchange Unified Messaging from pilot group to entire campus, completed legacy storage migration to high performance X-IO storage array, re-architected DHCP network access service, replaced the TermSrv servers with RemoteApp for increased application delivery functionality, deployed One Time Link for safe distribution of secure information such as passwords, and rolled out Microsoft OneDrive to the campus.
- The Mathematics Department, in the College of Science and Engineering, maintained a staff position dedicated to supporting the technology needs of faculty engaged in teaching, research, and scholarly activity. Funding was also provided for discipline specific software needs for teaching and scholarly activity.

**1.5 Offer academic programs that are nationally and internationally competitive.**

**Key Performance Indicators:**

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

**List of current national/international program recognitions:**

- In the College of Applied Arts, Social Work was recognized as the “Best Online Masters in Social Work by BestColleges.com.
- In the McCoy College of Business Administration, Texas State 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).
- In the College of Education, the MA in Adult Education received the Curriculum Innovation award from the American Association of Adult and Continuing Education Commission of Professors of Adult Education.
- In the College of Fine Arts and Communication, Dance-Colleges.com ranks the Texas State University Dance program second best in the state and 25<sup>th</sup> in the country. Best-Art-Colleges.com ranks Texas State’s Theatre program 9<sup>th</sup> in the nation (out of 1,348 performing arts programs).
- The College of Health Professions’ Communication Disorders program was recognized with the 2016 Council of Academic Programs in Communication Sciences and Disorders (CAPCSD) Diversity Award. The School of Health Administration’s MHA program was ranked No. 5 “Top 10 Best MHA Programs;” ranked No. 25 in “Top 30 Most Affordable MHA Programs;” and ranked No. 5 in “Most Innovative MHA Programs” by the National Center for Education Statistics. The St. David’s School of Nursing’s BSN program was ranked No. 2 in the state of Texas based on NCLEX-RN passing scores and other metrics.
- In the College of Liberal Arts, Sociology was invited by the Peace Corp to apply for status as Peace Corp Prep University and Coverdell Fellowship University.
- In the College of Science and Engineering, Texas State was named an Excellent University for the sixth consecutive year by the American Concrete Institute.

**List of current national/international student awards and recognitions:**

- In the College of Education, Sarah Baker and Yvette Cantu (Ph.D. in School Improvement) were appointed to the David L. Clark National Graduate Student Research Seminar in Educational Administration & Policy (sponsored by the University Council for Educational Administration & American Educational Research Association). Brett Lee and Claudia Kramer Santamaria were appointed as Barbara Jackson Scholars (University Council for Educational Administration).
- The College of Fine Arts and Communication had five Communication Design students recognized in the 2016 Graphis New Talent Annual: Ramla Ali, Veldhuizen Logo | Jeff Davis; Ciara Knight, Bose Mobile App | Bill Meek; Cody Holland, Take Root Billboard | Bill Meek; Martha Fierro, Morgan Gerber, Allison Traugott, Stephanie Rodriguez: GetAround integrated media campaign | Holly Sterling; Martha Fierro, Morgan Gerber, Allison Traugott, Stephanie Rodriguez: Jane + Jo integrated media campaign. Additionally, metals major, Alexander “K” Kamelhair was invited to participate in a collaborative lecture and workshop in Vienna, Austria with an international group of practicing blacksmiths.

Communication Design 2004 alum Sarah Dodds won a Grammy (her second) for packaging design. In Communication Studies, Shanna Schultz received a Golden Laureate Award for her rhetorical research at the 2016 National Communication Association conference. Texas State placed second in the nation at the President's Two Division at the National Forensics Association National Individual Events Tournament where Symone Holmes and Averie Bishop were national quarterfinalists in Duo Dramatic Interpretation. Texas State was selected by the AAF as one of three universities nationwide to create an advertising campaign for generationOn, AAF's service partner. In Music, Michael Martinez was accepted into the Pacific Region International Music Academy where he will travel to Canada and perform the fifth symphonies of Mahler and Shostakovich in addition to studying with members of the Vancouver Symphony. Theatre student, Nick Castanon (MFA directing), won a national award as part of the Kennedy Center National New Play Network Directing Fellowship; Liz Fisher (MFA directing) won the SCD National Directing Initiative and traveled to the national convention as well as interning at the O'Neill Playwrights' Conference.

- In the College of Health Professions, undergraduate communication disorders student, Candace Johnson, received the Robert W. Young award for Undergraduate Research from the Acoustical Society of America. Undergraduate communication disorders student, Shannon Goodwin, won first place in The American Speech-Language-Hearing Association (ASHA) 2016 Student Ethics Essay Award (SEEA) contest. Her essay was entitled, "Unintentional Client Abandonment: How Personal Decisions Impact Others."
- In the College of Liberal Arts, a novel by an English MFA alumnus received PEN USA Award for Fiction and a novel by an English MFA alumnus received Young Lions Fiction Award from New York Public Library. Another MFA English fiction alumna was named artist-in-residence at the Grand Central Arts Center in Santa Ana, California.
- The College of Science and Engineering reports that the Mathworks team participated in the Primary Math World Contest in July and finished tied for first in the world. Eight BS Biochemistry graduates earned accreditation of their degrees from the ASBMB and five BS Biochemistry graduates earned accreditation of their degrees with Distinction from the ASBMB.

**Number of academic programs accredited or reaccredited:** During the 2015-2016 academic year, five academic programs were reviewed and received specialized/professional accreditation from recognized accrediting agencies. The university as a whole also submitted its Fifth-Year Interim Report to the SACSCOC as part of its requirements to maintain regional accreditation.

- In the College of Applied Arts, the Accreditation Commission of the Council for Interior Design Accreditation (CIDA) accredited the interior design program in the School of Family and Consumer Sciences.
- The McCoy College of Business Administration and the Department of Accounting hosted Dr. Betty Jo Licata, Chair of the AACSB Peer Review Team (PRT), and Dr. Donald W. Gribbin, Accounting Chair of the PRT, as part of

AACSB CIR pre-visit. The pre-visit resulted in valuable information, insight, and feedback to assist us in completing the CIR report.

- In the College of Science and Engineering, all four Engineering undergraduate programs (Electrical, Computer, Industrial, Manufacturing) achieved “full” six-year ABET accreditation. The Department of Chemistry and Biochemistry received full American Society for Biochemistry and Molecular Biology (ASBMB) accreditation through October 2023.

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

**Key Performance Indicators:**

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

**Current sponsored program expenditure dollars:** FY 2016 total sponsored program expenditures were \$41,728,410, a 6.9 percent increase over FY 2015.

- College of Applied Arts awarded and continuing grant summary: \$10,000 awarded to CAA by USDA; \$60,000 awarded to AG and CAA by USDA; \$750,000 awarded to AG (continuing grant in year 3 of 3); \$2.27 million awarded to the Texas Justice Court Training Center; \$144,000 awarded to Texas Justice Court Training Center; \$25,000 awarded to Texas Justice Court Training Center; \$750,000 awarded to ALERRT; \$389,690 awarded to Criminal Justice; \$100,000 awarded to Social Work; \$30,000 awarded to Social Work; \$15,000 awarded to Social Work; \$100,000 awarded to Social Work; \$32,000 awarded to Social Work; \$1.4 million awarded to Social Work (continuing grant in year 2 of 3); \$275,000 awarded to AG and OWLS; \$18,500 awarded to AG and CLA; \$10,000 awarded to FCS; \$35,000 awarded to FCS; \$25,000 awarded to FCS, HHP; \$4.88 million awarded to FCS.
- The McCoy College of Business Administration spent a total of \$470,994.09 on research-related expenses. The Department of Accounting spent \$59,802; the Department of CIS & QM spent \$19,894.79; the Department of Finance and Economics spent \$75,161.47; the Department of Management spent \$9,122.23; the Department of Marketing spent \$41,018.29; and the Dean’s Office spent \$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.
- In the College of Fine Arts and Communication, \$438,615 was spent on sponsored programs in Communication Studies.
- The College of Health Professions received the following Research Enhancement Grants: Department of Communication Disorders’ faculty, Dr. Maria Resendiz and Dr. Diana Gonzales (\$16,000), and Department of Health Information Management faculty, Barbara Hewitt (\$13,120).
- The College of Science and Engineering had the following sponsored program

expenditures: Biology (\$2,304,458.49), Chemistry/Biochemistry (\$1,836,740.28), College of Science and Engineering (\$132,159.74), Computer Science (\$1,512,625.64), Engineering Technology (\$401,195.57), EARDC (\$79,338.60), Ingram School of Engineering (\$1,245,559.10), Mathematics (\$323,858.94), MSEC (\$1,427,241.44), Physics (\$360,078.18), and Mathworks (\$1,844,585.51).

**List of new cross-discipline collaborative sponsored programs:** During FY 2016, there were 12 externally funded cross-discipline collaborative sponsored programs with \$512,480 in expenditures.

- University College implemented Career and Financial Education (CAFÉ): A Graduation Success and Career Readiness Initiative at Texas State University and Del Mar College. This project was funded by the U.S. Department of Education Title V Developing Hispanic Serving Institutions grant program as a cooperative project engaging the two campuses in multi-disciplinary collaborative programming.
- The McCoy College of Business Administration reports that 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. 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."
- In the College of Liberal Arts, Anthropology received an extension of "Operation ID" project in which faculty collaborate with faculty in Geography to map locations of migrant deaths in South Texas, as well as an extension of project examining experiences of Hays County residents living without health insurance. Anthropology also has a new project excavating unmarked graves of patients at the "Mississippi State Lunatic Asylum" (1856-1935) in Whitfield, Mississippi. Geography has a new partnership with Jacobs Engineering on NASA-related research projects. Sociology conducted a study on the impact of Translational Science on scientists at the University of Texas Medical Branch and a needs assessment for the Texas Veterans Commission. The Center for Diversity and Gender Studies collected data on incoming class of 2015 for longitudinal cultural competence study in collaboration with C & I. The Center for the Study of the Southwest hosted, in collaboration with Humanities Texas, a 3-day institute for Teachers, "The History of the American Southwest." The Center also hosted, in collaboration with the Wittliff Collections, a one-day symposium, "Vaqueros, Cowboys, and Cowgirls: Texas Cattle Trails to the World."
- The College of Science and Engineering had the following cross-discipline collaborative sponsored programs: faculty in Mathematics served as Co-PI on NSF STEP-IUSE grant Texas State STEM Rising Stars (\$1,500,000), NASA Future Aerospace Engineers and Mathematicians Academy (\$412,000); faculty in Engineering were involved in several major cross-disciplinary grants

including STEM Rising Stars (NSF, \$1,500,000), STEM Educator Professional Development Collaborative (NASA, \$15,000,000), and EverGreen: A Cross-Disciplinary Research-Based Education Program for Hispanic Students at the Food-Water-Energy Intersection (USDA, \$1,000,000); Engineering Technology has a collaborative project with The Fountain People and American Society of Concrete Contractors.

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

**Key Performance Indicators:**

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

**Academic start-up dollars awarded (division and college):** In FY 2016, the Provost awarded \$3,021,504.92 in start-up funds. The College of Fine Arts and Communication provided \$5,000 in start-up funding to new SJMC tenure-track hires. The College of Science and Engineering's Department of Mathematics committed to providing \$21,500 in start-up funding to the six faculty who were hired this year. The Department of Biology provided \$12,000 in travel funds for three incoming Assistant Professors. Anthropology provided \$5,000 supplemental start-up for a new faculty member and Psychology provided a \$1,000 supplemental start-up to a new faculty member.

**Library start-up funds awarded:** None reported

**1.8 Support faculty efforts in international research.**

**Key Performance Indicators:**

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

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

Activities included: Developing Partnerships (Ethiopia), NDA (Australia), Research Contract (Japan/US office issued contract), UIPA (Taiwan), four research contracts (Korea), NDA (Scotland), NDA (Israel), and NDA (China).

- In the College of Education, C&I faculty participated in international research and scholarly/creative activities including: Lori Assaf conducted Study Abroad research in South Africa and Chile and presented at the CIES conference in Vancouver, Canada; Minda Lopez conducted Study Abroad research in the Dominican Republic; Nathan Board presented at the Kappa Delta Pi conference in Calgary, Canada; Amanda Boutot presented at the ABAI

Conference in Japan and at the IEI Congress in Turkey; Luz Maldonado presented at the International Conference on Paulo Freire in Vancouver, Canada; Gene Martin presented at the ICITE Conference in Japan and at the World Engineering Education Forum in Italy; and Susan Waite presented at the World Education Research Association in Hungary. Additionally, 18 CLAS doctoral students participated in international educational research in Chile, externally funded by 100,000 Strong in the Americas Innovation Fund (President Obama's signature educational initiative for the Western Hemisphere). Dr. Jon Lasser (School Psychology) received a small grant from the Luso-American Development Foundation to present research in Portugal.

- The College of Fine Arts and Communication reports international research and scholarly/creative activities including: Maia Wright was selected to participate in the SOMA Summer program, an intensive eight-week residency in Mexico City for international artists, designers, curators, critics, and art historians; Maia was also invited to give a presentation at the international ALMS (Archives, Libraries, Museum, and Special Collections) conference in London on the topic of a socially engaged design intervention that incorporate archival research; Shannon Faseler attended an artist residency in Spain called Can Serrat (invited to attend on a fellowship); Gina Tarver traveled to Lisbon, Portugal to present a paper, "Antagonistic Environments: Spatial Politics, Gender, and Sexuality in the Kinetic Installations of Feliza Bursztyn, Jacqueline Nova and Julia Acuña" at the international conference "Penetrable/Traversable/Habitable: Exploring Spatial Environments by Women Artists in the 1960s and 1970s; Ana Baer in Dance co-produced Sans Souci Festival at Teeside University in the UK, she was selected Best Woman Filmmaker by the Barcelona Plant Film Festival.
- In the College of Health Professions, Clinical Laboratory Science Program Chair, Dr. Rodney E. Rohde, was invited for an appointment on the InfectionControl.tips Advisory Board. This is a Pan Access organization involved in publishing and research. Dr. Rohde was also invited to be a resource on the Elsevier Connect Zika Resource Center as a public health and clinical infectious disease subject matter expert. Department of Health Information Management Chair, Ms. Jackie Moczygemba, presented at an International Conference on Health Research at Hochschule Hannover University in Germany. Work continues with Hochschule Hannover in collaborative research. One department faculty member has worked with a graduate student in Germany in researching privacy/security legislation regarding protected health information. The research focused on comparing legislation in the U.S. to the European Union to see where similarities and differences exist. St. David's School of Nursing faculty member, Dr. Son Kim, is working with Canadian researchers on a project dealing with patient violence in nursing homes.
- The College of Liberal Arts reports that Geography departments at the University of Rennes2 and Texas State received funding from the European Union for an exchange of faculty, staff, and students. Geography also signed MOUs for research and teaching collaboration with East China Normal

University and Zhejiang Normal University in China and an MOU for research and service collaboration with the Association of Peten's Forest Communities in Guatemala. A History faculty member was invited to a workshop on Shi'i scholarship hosted by the University of Religions and Denominations in Qom, Iran (only second American selected to participate). A Modern Languages faculty member conducted extensive archival research and interviews through the National Council for the Study of the Secret Police Archive in Bucharest. A faculty member in Sociology conducted a North American/European comparative study of music experiences among the elderly. The Center for International Studies signed an MOU with SightsUnseen (NGO that provides free eyeglasses in developing world) and, through SightsUnseen, with Center for Vision in the Developing World (London) and Office of the UN High Commissioner for Refugees.

- In the College of Science and Engineering, Mathematics had one new international research activity working in Peru which resulted in an accepted paper publication: Cueto, S., Leon, J., Sorto, M.A. & Miranda, A., "Teachers' Pedagogical Content Knowledge and Mathematics Achievement in Peru. Educational Studies in Mathematics. In Chemistry/Biochemistry, Dr. Sean Kerwin was invited by Dr. Kuechapudiporn, Associate Dean for Academic Affairs in the Faculty of Pharmaceutical Sciences at Chulalonghorn University, Thailand, to teach a course in the International Pharmaceutical Program. During the week-long course entitled, "Principles and Concepts of Drug Discovery," Dr. Kerwin presented graduate students from Thailand and Japan an overview of the drug discovery process. In addition, Dr. Kerwin initiated a collaborative research project at Chulalonghorn University with Dr. Boudin Tuesuwan.

**International travel funds provided (division and college):**

- The Graduate College provided funding to two graduate students in Music who were invited to performances abroad (\$800 each). The College also supported 26 graduate students presenting papers at international conferences (\$300 per student).
- In the College of Applied Arts, Criminal Justice spent approximately \$9,000 to send faculty to international research conferences; FCS provided support for one faculty to attend international research symposium (\$3,500); Social Work sent a graduate student to Greece with a faculty member (\$1,000); OWLS sent two faculty members to Philippines, France (\$2,448.22); and other funds given to faculty for international travel (Smith \$5,310 to attend Corfu Holiday Palace in Germany; Hawkins \$651.57 to attend COEX Convention & Exhibition Center in Seoul, Korea; Hawkins \$909.01 to visit Addis Ababa, Ethiopia; Pulliam \$259.45 to visit Heart Light, Ghana; Pulliam \$599.63 to visit Accra, Ghana).
- McCoy College provided \$20,000 in support for international travel to five faculty members to present their research at international conferences.
- In the College of Education, CLAS provided \$33,607.40 for faculty and graduate student international research and/or study travel. Funding sources were a combination of department method funds and RRC Incentive funding.

- The College of Fine Arts and Communication provided \$20,150 for Music faculty to attend 19 international research trips and \$30,650 for 20 guest artists of international stature. In addition, Dance provided \$5,500 for faculty to attend international conferences and festivals in Edinburgh, Trinidad/Tobago and Montreal.
- In the College of Science and Engineering, the Department of Mathematics provided and additional \$20,996.86 and Mathworks funded \$939.34 in research-related international travel and \$29,500 for international travel related to the Primary World Math Competition.

**Number of Fulbright Research Scholars and other international fellowships:** In FY 2016, Texas State had a record number of Fulbright Scholars with five individuals added to the roster (four were awarded Fulbright Scholars and one was awarded Fulbright Senior Specialist).

**Number of visiting scholars supported:** 57 J-1 scholars were supported from July 2015 through June 2016.

**List of new technology support activities for international research:** The associate vice president for Research and Federal Relations supported an International Education Week Luncheon event.

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

**Total restricted research expenditures:** \$30,079,770, a 10.7 percent increase over FY 2015.

**Total endowment funds:** \$164,749,488 for FY 2016.

**Number of doctor of philosophy (PhD) degrees awarded:** 44 in FY 2016.

**Percentage of first-time entering freshmen in the top 25 percent of their high school class:** 48.5 percent of the fall 2015 incoming freshmen ranked in the top quartile of their high school class.

**Average SAT and ACT scores of first-time entering freshmen:** SAT – 1,028 and ACT – 23 in fall 2015.

**Status as a member of the Association of Research Libraries, having a Phi Beta Kappa chapter, and Phi Kappa Phi chapter:** In fall 2015, a preliminary application was submitted to achieve a Phi Beta Kappa chapter. In spring 2016, we inducted 231 students into our chapter of Phi Kappa Phi. Our ARL Library Investment Index ranking was improved from 106 to 103.

**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:** Four, including: Dr. Todd Hudnall (Chemistry and Biochemistry) – NSF Career Award; Dr. Hong Gu Kang (Biology) – NSF Career Award; Dr. Jessica Bishop (Mathematics) – NSF Career Award; and Dr. Todd Hudnall (Chemistry and Biochemistry) – Cottrell Scholar.

**Number of graduate level programs and graduation rates for master's and doctoral programs:** 90 masters (73.5 percent graduation rate) and 12 doctoral (63.2 percent graduation rate) 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

**Number and total dollar amounts of TRIP-eligible submissions/awards:**

- In the College of Applied Arts, the School of Family and Consumer Sciences received the Luxton Quasi Endowment in the amount of \$100,000.
- McCoy College Endowment submitted a request for a matching TRIP award in the amount of \$477,000.
- The College of Fine Arts and Communication received the Supple Research Endowment Beebe Graduate Research Fellowship.
- In the College of Health Professions, the School of Health Administration received \$127,875 from the Williamson Fund eligible for TRIP match. The Department of Physical Therapy received a \$100,000 gift eligible for TRIP match.

- Anthropology, in the College of Liberal Arts, received a donation from the Gault School of Archaeology of \$380,000 to Prehistory Research Project; from the Gault School of Archaeology of \$200,000 to Prehistory Research Project; a Gault School of Archaeology donation of \$190,000 to Prehistory Research Project; and a donation to the Grady G. Early Endowment in Forensic Anthropology of \$100,000.
- The College of Science and Engineering reports that the Department of Computer Science received a TRIP-eligible research gift from Google; Mathworks received a \$100,000 donation that is eligible for TRIP matching funds; two additional TRIP funds received by Mathworks are beginning funding amount of \$68,850 from Meadows and beginning funding amount of \$51,750 from KLE.

**Total dollar amount of matching funds received from TRIP for the year:**  
\$2,044,148.

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

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

**Key Performance Indicators:**

- Freshman class size compared to prior year and percent change
- Overall enrollment compared to prior year and percent change
- Overall African American and Hispanic enrollments compared to enrollments of previous year
- Rate of participation (applications for admission) and success (freshman to sophomore retention rate and graduation rates)

**Freshman class size compared to prior year and percent change:** In fall 2015, 5,784 freshmen were enrolled, compared to 5,558 in fall 2014 (increase of four percent).

**Overall enrollment compared to prior year and percent change:** In fall 2015, overall enrollment was 37,979, compared to 36,739 in fall 2014 (increase of 3.2 percent).

**Overall African American and Hispanic enrollments compared to enrollments of previous year:** In fall 2015, 3,819 African Americans were enrolled compared to 3,372 in fall 2014; while 12,614 Hispanics were enrolled compared to 11,606 in fall 2014.

**Rate of participation (applications for admission) and success (freshman to sophomore retention rate and graduation rates):** In fall 2015, there were 20,844 applications for admissions, with 15,165 admitted and 5,784 enrolled; the

freshman-to-sophomore retention rate was 78.2 percent and the graduation rate was 53.0 percent.

## 2.2 Continue engagement in the economic development of the region.

### Key Performance Indicators:

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

**List of current economic collaborations with external constituents:** The associate vice president for Research and Federal Relations identified nine economic collaborations with external constituents: Greater San Marcos Partnership; Austin Chamber of Commerce; Texas Research Foundation (San Antonio); Governor's Office; Semiconductor Equipment, Materials International (SEMI) Texas Chapter; SXSW Interactive; Smart Cities Conference; U.S. Patent and Trademark Office; and hosted international delegations from India, Israel, and Mexico.

- In the College of Applied Arts, Katherine Selber in Social Work had a Chase grant.
- McCoy College reports that 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 Administration and was 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. Additionally, the annual Economic Outlook Luncheon was held in May. The keynote address was provided by Mr. Joel Kotkin, executive director of the Center for Opportunity Urbanism. Approximately 500 people attended the event. McCoy College was a table sponsor. The Center for Entrepreneurial Action hosted two 3-Day Startup (3DS) programs, with 140 participants joining 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 three-Day Startup and a McCoy student company named Umbel at 2016 SXSW. 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. 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.

- Curriculum & Instruction, in the College of Education, collaborated with the Texas Book Festival, local school districts, the Centro Cultural Hispano de San Marcos, Texas AFT, and the Indigenous Cultures Institute on 20<sup>th</sup> Anniversary Tomás Rivera Book Award celebrations. Additional collaborations included: Little Engineer and MakeLab workshops held for community members at Centro Cultural Hispano de San Marcos; E3 Alliance English Language Learner collaboration; Allen Woods Community tutoring project; and H-E-B READ3 Early Literacy Program with the San Marcos CISD.
- In the College of Fine Arts and Communication, School of Journalism and Mass Communications faculty participated in the Texas Higher Education Coordinating Board Marketable Skills workgroup 60/30TX.
- Dr. Alex McLeod, Health Information Management faculty served as the College of Health Professions' representative to assist Texas State in achieving the Innovation and Economic Prosperity University Designation from the Association of Public and Land-grant Universities.
- In the College of Liberal Arts, Anthropology has an RFP for an Army Corps of Engineers and Department of Defense (DoD) five-year agreement with total funding of \$45,000,000 for cultural and natural resource projects. In Political Science, the William P. Hobby Center for Public Service collaborated with Texas City Managers Association and Texas Municipal League to provide educational and professional Development opportunities for city managers, department heads and other city staff in the Central Texas area and beyond. The Center for Research, Public Policy, and Training conducted survey research for Central Texas municipalities. Sociology sponsored Careers in Aging Fair (with Generations Connections and the College of Health Professions). The Center for International Studies collaborated with Margie Kidd GlobalAustin to organize a branch of GlobalAustin in San Marcos (access to international speakers, trade delegations, etc.).

**Number of clients in STAR Park:** Five clients including: Blue Shift, MicorPower, Paratus, PetaOmics, and Quantum Materials.

**Number of clients, job creation and retention, business starts and expansions, and cultural infusion in Small Business and Development Center (SBDC):** 463 clients served, 396 jobs created, 503 jobs retained, 28 business starts, 49 business expansions, and \$59,348,893 in capital infusion.

**Number of clients in the Office of Commercialization and Industry Relations (OCIR):** 39 clients.

### 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)

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

- The Honors College is the primary sponsor of a Día de los Muertos event held annually in the community. Attendance was approximately 200 people and it was held at the City of San Marcos Recreational Center. Co-sponsors were the Center for the Study of the Southwest, Multicultural Program Committee, and Common Experience.
- The Round Rock Campus offers 4 faculty speaker lectures per year. They are open to the students, faculty, staff and the members of the community. Attendance at each event averages about 35 individuals. The RRC annually hosts the Congressional High School Art Display and Award Reception. This generally includes about 40 art pieces from central Texas high school students. The Round Rock Campus partners with the Round Rock Arts Council and hosts three art and photography exhibits in the Avery Building. This brings over \$100,000 of artwork to the Round Rock Campus annually. These events bring over 2,000 community visitors to the campus annually.
- In the College of Education, C&I collaborations included: Tomás Rivera Book Award 20<sup>th</sup> anniversary; Common Experience lecture of Severo Pérez presentation of “And the Earth Did Not Swallow Him;” San Marcos City Council Proclamation of Tomás Rivera Day; and Quetzal Critical Film Series screenings.
- The College of Fine Arts and Communication contributed to the following cultural collaborations: The School of Art and Design held eight concerns in the galleries with the Texas Myserium for New Music Ensemble from the Music Department, directed by Richard Hall; faculty members Joey Fauerso and Liz Rodda presented their REP project SET at Artpace in San Antonio, as part of San Antonio’s Office of Culture and Creative Development’s Luminaria Festival; and during Comm Week, Communication Studies sponsored an address by Shawn Turner, Deputy White House Press Secretary.
- In the College of Health Professions, the 2016 Communication Disorders Diversity Day titled, “Bridged by Stories of our Ancestry” was held at the Centro Cultural Hispano de San Marcos in February 2016. This event was influenced by the Common Experience theme and it provided the opportunity for students, staff and faculty to share the history of their family’s journey to Texas.
- In the College of Liberal Arts, English and Modern Languages faculty members co-directed bilingual performance of Shakespeare’s Comedy of Errors. A scholarly monograph by a History emeritus professor became a major studio film. Philosophy co-sponsored a major festival/symposium on Modern Dance. Philosophy also expanded the Philosophy Dialogues at the San Marcos Public Library. Political Science collaborated with the LBJ Museum of San Marcos to sponsor speaker events, including the 50<sup>th</sup> anniversary commemoration of the

signing of the Higher Education Act of 1965. Sociology was a sponsor/organizer of the first-ever Naturalization Citizenship Ceremony held at Texas State University (with Hispanic Policy Network and other sponsors). Sociology also hosted invited lectures open to the community on “Race, Power, and Language: The Symbolic Meanings of Epithets and Stereotypes in a Baked-Good Workplace” and “Academic Research and Public Engagement.” The Center for International Studies held faculty panel discussions on Syrian Refugee Crisis and on a documentary called “Poverty Inc.” The Center for the Study of the Southwest hosted distinguished alumnus Tino Villanueva for reading and conversation at Centro Cultural Hispano de San Marcos. The Center also hosted a program of readings by contributors to a special issue of the literary magazine, *Arcadia*, dedicated to Mexican and Mexican American heritage through art, poetry, and prose.

- In the Information Technology Division, ITS collaborations included: Common Experience Film & Filmmaker Severo Pérez, Yakona film screening and filmmaker panel, Girls Night Out with author and guest panel, Dia de los Muertos Celebration event, Latino and the American Dream, 50<sup>th</sup> Anniversary of the Higher Education Act Alkek Library/Presidential Event, Film Screening hosted by the Alkek Library, Presidential Forum on Campus Carry, Presidential Event hosted by the Provost’s Office, World AIDS Day event, McCoy Business College Keynote Speaker Bernardo Rodrigues from the Better Business Bureau, Brennan & Smith Lecture Series with Dr. Russel Carson, German Language Competition (state-wide/high schools), Common Experience Cherrie Moraga (author), Tomás Rivera Book Award Presentation with guest author, Success Has No Borders event hosted by Modern Languages, Jennifer Davis (guest speaker from Guatemala), Grosvenor Distinguished Lecture event with Dr. Douglas Richardson from the AAG, Creation Dance Championships (outside non-university event), and Citizenship/Naturalization Ceremony (streamed event). Wittliff Collection events included: The Crook Sisters: Elizabeth and Noel, Severo Pérez: Making a Chicano Filmmaker, Rodrigo Moya: Photography and Conscience (event and exhibition), DJ Stout: Variations on a Rectangle: Thirty Years of Graphic Design from *Texas Monthly* to Pentagram, and Lonesome Dove Gala and Cast Reunion. Wittliff Collection Exhibits included: Animals Among Us, Rocky Schenck: Photographs, Places in the Heart: Texas Cinescapes, and Highlights from the Sandra Cisneros archive.
- The Dean of Students Office contributed to the cultural development of the region through the external collaborations that facilitated the following events during 2015-2016: the Leadership Institute hosted approximately 350 middle school students and teachers from across the state of Texas for the 50<sup>th</sup> Anniversary of the Signing of the Higher Education Act of 1965 with approximately 80 student volunteers to help commemorate the event; and the Student Leadership Board, a chartered student organization under the Dean of Students Office and advised by staff in the Leadership Institute, conducted a leadership conference at Wiley Middle School in Leander, Texas.

## 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

**Number of new scholarships awarded:** In 2015-2016, 4,711 academic scholarships were awarded.

- The Honors College awarded \$50,500 in scholarship funds to 32 students for an average value of \$1,578 per award. This compares to \$58,750 in the preceding year to 33 students with an average value of \$1,780.
- The College of Applied Arts awarded \$109,947 in scholarships.
- The McCoy College awarded approximately \$398,400 in undergraduate and graduate scholarships in FY 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.
- The School of Music, in the College of Fine Arts and Communication, provided a total of 123 scholarships totaling \$124,880, 409 Bobcat Athletic Band scholarships totaling \$327,450, and 123 other ensemble-performance special scholarships totaling \$84,412.
- In the College of Health Professions, the John Wendel Scholarship was donated to the Department of Communication Disorders in the amount of \$1,000 for a student in the Autism cognate. The Radiation Therapy Program awarded its first scholarship to a junior student in the amount of \$700 from the Thomas L. and Helen E. Cox Scholarship.
- The College of Liberal Arts reports that English awarded the L.D. and LaVerne Harrel Clark Scholarships to MFA student for the first time and the Janie M. Grayson Endowed Graduate Scholarship to an MA student for the first time. Geography instituted two new scholarships for graduate and undergraduate students, including the National Center for Farmworker Health Award in Geography and the Giordano-Mastroianni Family Scholarship. Philosophy awarded the Glenn and Donna Joy Scholarship for the first time. In Political Science, a faculty member contributed \$6,000 to the department scholarship fund to create MPA scholarships for the 2016 calendar year. The William P. Hobby Center for Public Service also allocated \$4,000 toward MPA scholarships. The Center for International Studies established the Javier Mere Prado Scholarship for Latin American Studies (\$1,500).
- The College of Science and Engineering awarded one Dennison-Koehn scholarship, one Dorothy Coker scholarship, 10 Gwen Durrenberger

scholarships, one Mariel Muir scholarship, and one Smith-Wilms scholarship. The Department of Physics provided a \$1,000 Crawford Scholarship and four Anderson Scholarships at \$1,000 each. The Department of Mathematics awarded \$12,100 in scholarships, while the Department of Computer Science awarded departmental scholarships worth about \$10,000 to undergraduate and graduate students.

**Number of new merit scholarships awarded:**

- In the College of Health Professions, the Department of Communication Disorders received two Graduate Merit Fellowships (\$2,500) from the Graduate College for the entering cohort of fall 2015.

**Total dollar amounts of new scholarships and average award amounts:** The amount of academic scholarships awarded in 2015-2016 was \$12,343,058, with an average award per student of \$3,559.

**Other dollars contributed toward undergraduate and graduate student financial support (division and college):**

- The Graduate College continued its Conference Travel Awards for continuing students. In addition, the Graduate College supported two music students' travel to invited international performances (\$800 each), and supported the conference travel of five CLAS doctoral students who have been designated as "Jackson Scholars" and two additional doctoral students who have been designated as "Clark Scholars" (total \$4,454.46).
- The Honors College and associate vice president for Research and Federal Relations administered the Undergraduate Research Fund and disbursed \$18,900 to 22 students to conduct research.
- Communication Studies, in the College of Fine Arts and Communication, provided a total of \$11,825 to support graduate and undergraduate student participation in regional and national communication conferences. The Theatre program spent \$20,000 to assist 41 students in traveling to the regional level of the Kennedy Center American College Theatre Festival and \$20,000 to assist 30 graduating students in attending the New York Showcase for agents and casting directors. The School of Music supported 17 students to travel to Europe, including Germany, Italy, Bulgaria, and the UK for \$7,600.
- The College of Health Professions' Department of Health Information Management funded six undergraduate students at \$200 each for student travel to participate in a student exchange program in Germany.
- In the College of Liberal Arts, Anthropology provided support for graduate students from the Biological Anthropology Research Fund (\$4,000) and the Center for Middle American Research (\$2,000).
- The Department of Physics, in the College of Science and Engineering, employed 12 GIAs in fall, 9.5 GIAs in spring, and 4 GIAs in summer for a total of \$150,026. The Department of Mathematics paid \$700,000 for TAs, GAs, RAs, and UIAs. In the Department of MSEC, 21 students received a combined total of \$692,160 in assistantship funding, plus an additional \$5,522 to support

student travel.

**Percentage increase in salary levels for graduate assistants:** Graduate stipends in Academic Affairs increased by three percent.

## 2.5 Internationalize the curriculum.

### **Key Performance Indicators:**

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

### **Number and list of new/revised courses and programs with international content:**

- In the Honors College, a new Honors course was created for use in Study Abroad programs. HON 3391W Service Learning Abroad was expanded to several programs in summer 2015. New courses including HON 3397R Demonology, Possession, and Exorcism which was approved to count for the International Studies and International Relations majors, HON 3397S Human Language: Its Evolution, Mental Representation, and Learning which is approved as Modern Languages course, HON 3397W Alienation and Authenticity: In Search of the Modern Self which covers European History and is approved as an International Studies course.
- In the College of Applied Arts, Family and Consumer Sciences identified the “Latino Youth and Families” course as having international content.
- The McCoy College implemented 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. Additionally, as a pilot, students in BA 4315, International Trade and Operations, traveled to Houston to visit the Houston International Chamber of Commerce and acquired 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.
- In the College of Education, CLAS designed at taught ED 7389B Seminar in International Education Research: Chile; Dr. Paige Haber-Curran offered a new international course in Spain for the Student Affairs in Higher Education master’s program; and Dr. Joellen Coryell offered a new international course in Italy for the MA in Adult Ed and PhD APCE programs.
- The College of Fine Arts and Communication revised the multicultural content and assignments in COMM 1310 course and piloted a new course on “Intercultural Communication and the Americas.”
- In the College of Health Professions, the Department of Communication Disorders had two seminar/independent study courses (CDIS 4301 and CDIS 5390) and a section of CDIS 5350 Multicultural Issues revised to include

international content to accommodate Study Abroad summer 2016.

- The College of Liberal Arts reports that an English faculty member created internationalized version of gateway course for majors. History also added four new courses with an international focus: Modern Britain, Slavery: Past and Present; The Great War, Peace Movements; Topics in Gender and Sexualities; and Global Cold War. Modern Languages also added two new courses with an international focus: Nature and Nation in Latin American Literature; Spanish and Media. The Center for Diversity and Gender Studies added a new course, Introduction to Global Diversity Issues.

**Number of faculty participants in globalization workshops:** No globalization workshop was held in 2015-2016.

## 2.6 Encourage faculty and students in pursuing global academic experiences.

### Key Performance Indicators:

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

**Number of faculty-led study abroad programs:** A total of 690 students participated in 37 faculty-led study abroad programs in FY 2016, which represents a 24.5 percent increase from FY 2015.

- The Honors College had 17 students in Honors courses in four countries in summer 2015, compared to only three students in two programs for the previous year.

**Number of students studying abroad:** The total study abroad participation was 803 students, which represents a 19.6 percent increase from FY 2015.

**Number of Fulbright Teaching Scholars:** In FY 2016, Texas State had a record number of Fulbright Scholars with five individuals added to the roster (four were awarded Fulbright Scholars and one was awarded Fulbright Senior Specialist)

**Number and list of student international research efforts and scholarly/creative activities (presentations, papers, etc.):**

- CLAS, in the College of Education, had six graduate students (masters or

doctoral) complete refereed research presentations internationally. Also, 18 doctoral students conducted international research fieldwork.

- College of Fine Arts and Communication's Communication Studies students, Elton Kulak, Leah Low3der, Carlos Ituarte, and Coffey McCurday represented Texas State at the Oxford University Intersvarsity Debating Championships in Oxford, England in November 2015
- In the College of Health Professions, the Department of Health Information Management's student/faculty exchange with Hochschule Hannover – University of Applied Sciences and Arts in Germany included one student from Germany attending Texas State in fall 2015 and six Texas State students completing coursework at Hochschule Hannover in summer 2016.
- In the College of Liberal Arts, a History faculty member and a graduate student presented papers to the American Foreign Policy and the Middle East Conference in Istanbul, Turkey. The Center for International Studies established a vendor tie with Hibiscus Alternative Travel to establish internships in Costa Rica and Nicaragua.
- In the College of Science and Engineering, four doctoral students in Mathematics Education traveled to Germany to present papers in the ICME conference in Hamburg, Germany; several School of Engineering students were placed as interns at Infineon in Munich Germany.

**Number and list of student international teaching activities:** None reported

**Number and list of student international service activities:** None reported

**Dollars contributed toward study abroad scholarships:** Facilitated and distributed \$350,750 to 256 students, up from \$295,250 to 262 students in FY 2015. The average award was \$1,370 per student.

**Number of institutionally-recognized international exchange programs:** There were 75 institutionally-recognized international exchange programs.

**Number and list of countries impacted:** 47 countries were impacted including: Argentina, Austria, Belgium, Belize, Bolivia, Brazil, Cambodia, Canada, Chile, Costa Rica, Cuba, Czech Republic, Denmark, Ecuador, England, Estonia, Finland, France, Germany, Ghana, Greece, Guatemala, Hungary, Iceland, Ireland, Italy, Japan, Jordan, Latvia, Lithuania, Malta, Mexico, Nicaragua, Norway, Panama, Peru, Poland, Portugal, Romania, Slovakia, Slovenia, South Africa, South Korea, Spain, Sweden, Switzerland, and The Netherlands.

**Number and list of staff-led international experiences:** The Dean of Students Office and the Division of Student Affairs hosted the cultural immersion program trip to Cuba in June that included faculty, staff, and students. Campus Recreation lead a trip to Iceland with 16 students where they explored the environmental and cultural history for two weeks. The University Police Department assisted the Hispanic Policy Network in collaboration with multiple departments within the

university to host a Naturalization Ceremony on the Texas State campus marking the point when immigrants become US citizens. This collaborative event perpetually ties with Common Experience themes embracing and celebrating immigrants into American society. This event represented 28 different countries and provided an opportunity to present Texas State University as an excellent resource for opportunities within higher education.

## 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

### List of new or major modifications to undergraduate and graduate recruitment initiatives:

- The Graduate College continued its recruitment funding program which, upon request, provides each department with \$1,000 in recruitment funding. The Graduate College collaborated with University Marketing and the Round Rock Campus on an NPR advertising campaign. The Graduate College collaborated with the International Office and Undergraduate Admissions on international recruitment in Mexico. Additionally, they collaborated on international engagement plan. UG Admissions expanded the NSO Top Scholars session to two. UG Admissions increased the number of search names purchased. UG Admissions added a third Dallas/Fort Worth recruiting position. UG Admissions added a Visit Publication for the Welcome Center.
- This was the first year that the Honors College was able to accept freshmen recipients of the President's Honor, National Merit, and National Hispanic Scholarships into the College as their applications were received. In the past, systems were not in place to include these students in Honors College mailings until they were already on campus.
- The College of Applied Arts reports that Agriculture sponsored high school Agriculture competition on campus and reached out to state agriculture organizations.
- In the McCoy College, 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. The 9<sup>th</sup> 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 the Texas State campus in October 2015. Approximately 500 high school IT students and faculty from 20 high schools across the state came for the symposium that included IT information sessions, tours and competition events.
- The College of Education's HHP program utilized grants from the Graduate College to recruit and increase graduate enrollment in H ED, ESS, and REC. The AT program has increased graduate enrollment through expansion of their

off-campus GA positions and recruiting through regional and national conferences.

- The College of Fine Arts and Communication's MFA began visiting regional universities with strong undergraduate design programs for recruiting opportunities.
- In the College of Health Professions, the Clinical Laboratory Science program initiated a Facebook and social media campaign for recruitment. Department Chair, Dr. Rodney Rohde was selected in a competitive process to deliver a TEDxTalk regarding "Everyday Heroes" about the CLS profession. The Department of Communication Disorders, due to a large applicant pool, decided to leverage a portion of the Graduate School recruitment funds in the form of a scholarship, which was awarded to the highest-ranking individual in the applicant pool that was from an underrepresented population. This was an effort to recruit the student to the graduate program and was offered for the fall 2015 cohort.
- In the College of Liberal Arts, English placed recruitment ads for graduate programs for the first time in Writers & Poets, Journal of Business and Technical Communication, Austin American-Statesman, and other periodicals. The MA Rhetoric and Composition program recruited new students at campuses in the Rio Grande Valley and Austin area. Geography's recruitment efforts for master's and Ph.D. programs included: in-person recruiting at SWAAG/Applied Conference; faculty visits to eight Chinese universities; recruitment booth at the annual meeting of the American Association of Geographers; recruitment letter to McNair Scholars Directory and various listservs; hosting of eight undergraduate students from the University of South Alabama to discuss potential graduate research opportunities; and the creation of new information cards describing the graduate program, to be given to potential students at recruiting events. History had in-person faculty outreach to area HBCUs. In Political Science, the MA Legal Studies program participated in Graduate College fairs, updated their website, created a new brochure, and recruited in person at local, state, and national meetings. The MA Political Science program created a new brochure for the Teacher's Emphasis, visited undergraduate senior seminar classes, and completed career development section of their website. Sociology hosted a current and former student panel, "So, You're thinking about Graduate School."
- The College of Science and Engineering reports that the Mathematics Department held its fifth annual Graduate Mathematics Open House in October, which is their major recruitment tool. For the first time, the Department included high school participants and held a special session for them. The Department also began a new initiative to invite their top undergraduate students to apply for their graduate programs.

**List of new or major modifications to marketing efforts implemented:**

- University Marketing added a social media component to the acceptance letter communications; added radio advertising on NPR in the Austin market; added print media advertising campaign in San Antonio; ran print advertising in the

Dallas Fort Worth market; added additional outdoor/billboards; created new marketing materials for the Round Rock Campus; created new marketing materials for the Graduate College; launched a new university website design; targeted social media campaigns in Dallas-Fort Worth; launched a social media campaign for financial aid; and added consultation services for new digital marketing activities.

- The Round Rock Campus has been utilizing the new view book. The RRC has also been advertising the Faculty Speakers Series and Bobcat Days in the RR Leader this year. These newspaper ads also have an online component. Attendance by community members has increased.
- In the College of Fine Arts and Communication, the MFA program started placing recruitment advertisements in international Works, the work magazine out of Europe, published twice a year. Communication Studies redesigned the department brochure and program materials describing graduate and undergraduate majors and minors, and placed advertising promoting the department in the conference programs of the National Communication Association, Southern State Communication Association, and the Eastern Communication Association. The School of Journalism and Mass Communication received Graduate College funding for online banner advertising on the Society of Professional Journalists website. Theatre revamped the departmental website and placed a graduate program ad in American Theatre magazine.
- In the College of Health Professions, the School of Health Administration invested heavily in a complete redesign of the marketing booth, with a new table throw, brochures and table-top pull-up banner.
- The Department of Physics, in the College of Science and Engineering, targeted marketing campaigns for graduate programs through American Institute of Physics and GradSchoolShopper.com.
- In the Student Affairs Division, Disability Services partnered with University Marketing to create two videos to promote ODS services that included student testimonials around the benefits of ODS supports. These videos provided a general overview of services offered by ODS.

## **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

**Number and list of new Texas State athletic advertisements placed:** From August through December, advertisements are run as follows: one per week in the *San Marcos Daily Record* (local newspaper), one per week in the *Herald Zeitung* (nearby local newspaper), 10 per year in the *University Star* (Texas State University publication), and television advertisements run on both Time Warner and Grande Communications (the two cable providers in the region).

**List of all athletic events on local or national television:** All football on ESPN Affiliates, one men's basketball game on ESPN, four men's basketball games on Time Warner, and one women's basketball game on Time Warner.

**Average number of athletic events each year, home and away:** A total of 260 athletic contests, both home and away, garner attention, both locally and nationally.

**Total economic impact from athletic events on local community:** The economic impact for the region is difficult to calculate definitively, but includes increased traffic to area hotels, restaurants, and campus.

**Product licensing income for the year and new licenses added around the State of Texas:** Income on licensing is approximately \$250,000 per year to the university.

**Increase in membership for Bobcat Club for the year:** Membership increased approximately 10 percent from the previous year.

## 2.9 Expand delivery of distance learning.

### Key Performance Indicators:

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

**Number of new online and hybrid SCH as a percent of overall offered:** In FY 2015, the online/hybrid SCH was 48,559 (5.3 percent of overall). The provost distributed \$818,449 in electronic course fees in fall 2015 and \$810,000 in spring 2016 for a total of \$1,628,449. Total distribution for FY 2016 estimate of \$2,130,949 represents a 24 percent increase in electronic course fee funds to departments. In FY 2016, a total of 80 Texas State faculty and staff received training and were qualified to teach online through ITS, Quality Matters, and Alternative Documentation options.

**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

**Student retention rates compared to prior year (college and institutional):** Applied Arts – 80.2 percent; McCoy College of Business Administration – 81.5 percent; Education – 80.5 percent; Fine Arts – 78.4 percent; Health Professions – 76.7 percent; Liberal Arts – 78.2 percent; Science and Engineering – 75.4 percent; University College – 75.8 percent; and Institutional – 78.2 percent.

**Student graduation rates compared to prior year:** Applied Arts – 62.5 percent; McCoy College of Business Administration – 61.5 percent; Education – 58.4 percent; Fine Arts – 57.7 percent; Health Professions – 42.6 percent; Liberal Arts – 55.8 percent; Science and Engineering – 39.4 percent; University College – 47.9 percent; and Institutional – 53.0 percent.

**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

**Number and list of new co-curricular activities provided and average number of attendees at each event:**

- The number of Common Experience events included 21 (compared to seven in 2015). A new program called Chautauqua Circles was started to help engage students in the Honors College action plan. This program had 11 faculty leading book clubs and student response was strong.
- The Round Rock Campus hosted several new events: The Quality Movement – Why Quality Opportunities are all around us, and what your boss wants you to know (7 attendees); Leadership Institute: Get Connected – Moving Beyond a Handshake (6 attendees); Counseling Center: Happiness Hero’s (6 attendees); Counseling Center: Breaking the Ice – It’s not that Hard (5 attendees); Shop Talk – Master’s Thesis from Start to Finish (11 attendees); Lunch & Learn: Common Experience (22 attendees); Counseling Center: Mood Management (4 attendees); Lunch & Learn: Putting your Best Foot Forward – Effective Interview Techniques (12 attendees); Advisor Granola Bar & Coffee Meet & Greet; SLAO: Hotdog Cookout (46 attendees); SLAO: Root Beer Float & Game Night (26 attendees); SLAO: Coats for Kids (3 attendees); Homecoming Bobcat Tram (13 attendees); The Power of Story: A Tribute to Dr. Tomas Rivera’s Legacy (52 attendees); RRC Faculty Speaker Series: Sleepless in Round Rock (15 attendees); Lunch & Learn: Taking Action for Health (9 attendees); Veteran Affairs Certifying Official on Campus (1 attendee); RRC Faculty Speaker Series: Sex Education and Teen Pregnancy Prevention (22 attendees); Dean’s List Recognition (72 attendees); Lunch & Learn: Financial Planning (15 attendees)

attendees); Lunch & Learn: A Unique International Cultural Experience (15 attendees); De-Stress Fest: 4 night event (397 attendees); De-Stress Fest: Guided Meditation (11 attendees); Luau Social (23 attendees); SLAO: Kickball Tournament (18 attendees); and Lunch & Learn: Financial Planning Part II (11 attendees).

- The Graduate College provided 18 more professional development workshops (Shop Talks) than the prior year. On average, 14 students attended each workshop. Workshops are also available as online recordings afterwards.
- In the University College, a total of 11 new co-curricular events were hosted by the PACE Center in FY 2016, with 494 students attending. Events included workshops on career readiness, informational interview participation, and resume writing, as well as programs designed to improve the competitiveness for future employment. Examples of workshops developed to improve future employability included marketable skills, budgeting/financial planning, and networking/team building.
- The College of Applied Arts established the MANRRS student organization in the Agriculture department to engage students and promote student retention.
- In the College of Education, the Allen Woods tutoring project provided weekly tutoring sessions in Allen Wood Homes with C & I undergraduate students and Allen Woods residents. Attendance varied weekly.
- In the College of Fine Arts and Communication, Grayson Lawrence from Art and Design ran a Hackathon with students from Computer Science and Communication Design.
- In the College of Liberal Arts, Sociology conducted a Proseminar in Sociology for graduate students and reestablished the Generations Connections (student organization). The Center for International Studies held joint meetings with the International Studies Club and various foreign student organizations, e.g., Chinese Student Association.
- The College of Science and Engineering reports that the School of Engineering participated with IEEE Standards Workshop development for modular incorporation of this activity directly into the undergraduate curriculum; over 20 students and five faculty members participated in the initial offering of the workshop on the Texas State campus in November. The MSEC doctoral program hosted two boot camps where MSEC students were instructed in the creation of a business plan by members of the College of Science and Engineering, the McCoy School of Business, and the College of Fine Arts and Communication. Approximately 20-25 people attended each of these camps.
- The Student Affairs Division delivered several co-curricular activities including:
  - Campus Recreation established the Student Success component. An assistant director and a graduate assistant were given the responsibility of providing programs and services for student employees in the department. To date, three undergraduate scholarships were awarded to assist students in attending professional conferences. Three workshops were given, two general success concepts and one for financial literacy with a total of 60 attendees.
  - Campus Recreation developed and hosted the Bobcats Care component of Bobcat Preview. Over 5,000 freshmen attended and learned about the support

services available on campus and in the community.

- The Counseling Center initiated services at the Round Rock campus that included individual counseling, consultation, educational programming and referral.

- The Dean of Students Office added a student leadership opportunity with Greek Affairs titled "Emerging Leaders Academy" (Epsilon Lambda Alpha) that included 80 students for an overnight retreat where they received executive leadership skills training. The new/modified 2015-2016 co-curricular programs promoting student success provided by the Dean of Students Office Leadership Institute included: Leadership Institute Workshop Series (104 students), Power Words: Power Results (27 students), Are you LinkedIn? The Professional Polish (23 students), Get Connected: Technology and the Student Leader (15 students), Empowering Others to Lead (17 students), Growing an organization (22 students); Leadership Institute Film Series (93 students), Documented (61 students), The Sandlot (32 students); Leadership Institute Annual Conference (403 students); Student Leadership Travel (30 students), University of Houston-Clear Lake Leadership conference, Sigma Gamma Rho Sorority Inc., Southwestern Region Area meetings, The World's Largest Conference for Women Engineers, Association for Applied and Clinical Sociology Annual Conference, Society of Black Engineers Fall Regional Conference, Circle of Change Leadership Conference, Hatto W. Sumners Undergraduate Student Leadership Conference, Texas Student Leadership Forum on Faith and Values, United We Dream Congress; Leadership Institute Emerging Leaders Program (24 students); Leadership Institute hosted the campus-based session of Leadership-Texas State (60 students).

- Disability Services established the founding chapter of Delta Alpha Pi, an academic honor society founded to recognize high-achieving students with disabilities who are attending colleges and universities as undergraduate or graduate students. The inaugural cohort of this chapter included students with a 3.5 GPA registered with the office.

- The Educational Staff Development Team partnered with the office to present a variety of disability-related topics and webinars to be used as an on demand series for faculty. The office developed an inclusive, interactive dynamic disability advocacy program modeled after the Allies training program.

- Disability Services also designed and implemented the Langston Hughes Project in collaboration with several student organizations and university departments which brought an educational and cultural experience through the arts during Black History Month to approximately 450 students, faculty, staff and community partners.

- Disability Services, with the support of Career Services, developed a Career Exploration group for students with disabilities. In addition to this, specialized attention to career exploration was offered to students identifying on the Autism spectrum.

- The LBJ Student Center developed the Social Justice Program in collaboration with Student Diversity and Inclusion which included a keynote speaker from Black Lives Matter, an art exhibit, and panel discussions with

approximately 850 participants. Student organizations increased by 10 percent to over 370 registered and chartered organizations.

- Retention Management and Planning developed Students Who are Parents with 21 students participating in the pilot program which consisted of monthly luncheons or family-friendly events. Additional assessments were conducted to increase the knowledge of unmet needs and improve outreach efforts.

- The Student Affairs Transfer Student Success Team hosted seven events including the Fall Transfer Student Welcome (335 students), Transfer Transitions (124 students), Transfer Tailgate (335 students), Bobcat Build (12 students), Transfer Student Volunteer Appreciation (16 students), and the Transfer Student End of Year Celebration (185 students).

### 3.3 Enhance quality and consistency of academic advising services.

#### Key Performance Indicators:

- Number of students served (i.e., walk-in, email, phone, appointment, social media)
- List of professional development opportunities provided to academic advisors for consistent messaging
- Number of external professional development opportunities attended by how many advisors
- Number and list of current internal and external awards and recognitions received by advisors
- Advisor/student ratios compared to prior year

#### Number of students served (i.e., walk-in, email, phone, appointment, social media):

- In AY 2016, a total of 104,577 advising appointments were scheduled at Texas State. However, the average no-show rate for advising appointments that year (defined as appointments cancelled or not attended) was 17.2 percent. As such, 86,583 advising appointments were met in AY 2016.
- In 2015-2016 the Round Rock Campus Advising Team held a total of 1,481 advising appointments compared to the 1,543 seen in the 2014-2015 Academic Year, a 4.01 percent decrease. This decrease does not reflect the true picture, meaning the figure is more likely 2.07 percent decrease due to not being able to access some of the appointment information. In addition, due to staff changes and the absence of an advisor, the Transfer & Graduate Coordinator (TGC) facilitated several advising appointments that we were not able to capture since they were not differentiated from her prospective student appointments. Based on advising loads during these times, it is fair to estimate approximately one-half of the decrease in student appointments would have been advised by the TGC. The difference is as follows: -62 student difference between 2014-15 to 2015-16. Thirty students advised by TGC. -32 student (actual estimated decrease 2.07 percent) from 2014-15 to 2015-16 academic year (August 1 to July 31). Advisors saw students on a walk-in basis two days in the fall 2016 semester as a pilot program. We currently do not keep data for

phone and email correspondence, although we estimate each advisor can account for an average of 20 extra phone calls/email contacts daily during peak times which would increase the number of students served significantly for the 2015-16 academic year.

- The College of Applied Arts reports that 32,689 students were served with 6,370 appointments; 25,679 emails; 610 phone calls; and 30 walk-ins.
- The College of Health Professions reports that the St. David's School of Nursing's admission and retention staff attended four Bobcat Days in San Marcos, interacting with approximately 825 prospective students and three Bobcat Days in Round Rock, interacting with approximately 84 prospective students. The admission and retention coordinator and academic advisor from the School of Nursing met twice in San Marcos with approximately 300 students regarding the requirements for the undergraduate nursing program. Ten information sessions were held in the School of Nursing for prospective students, with approximately 87 individuals attending the sessions. In addition to the prospective students, the staff met with two area high schools and middle schools, totaling 111 students, in an effort to capture interest while the students are forming opinions about careers. The Admission and Retention Office as a whole fielded 7,022 phone calls, emails and walk-in consultations from students during this time period. The Admission and Retention Office hosted an Open House at the School of Nursing and met with approximately 210 prospective nursing students.

**List of professional development opportunities provided to academic advisors for consistent messaging:**

- In the University College, two campus-wide events provided professional development to academic advisors. A total of 100 staff participated in an advisor conference on September 10, 2015. A total of 95 staff participated in an Advisor Assessment Summit on May 24, 2016.
- At the Round Rock Campus, weekly McCoy Advising Center staff meetings were held, as well as monthly Advising Council with all Advising Center Supervisors, bi-weekly Advising Team meetings, and various assessment meetings.
- In the College of Applied Arts, professional development activities included: 2015 Advisors Assessment Summit; US 1100 training; For the Record (records management) Training; Degree Works Planner Training; PeopleAdmin 7 Training; SLAC Open House; Commencement Safety Workshop; DIY Security; BANNER Training; Ethics & Compliance On-line Course; Civilian Response to Active Shooter Event; Delivering Effective Presentations; Diversity & Inclusion in the Workplace; TX State Advisor's Conference; and Supporting Students in Achieving Academic Success.
- The College of Liberal Arts Advising Center revamped the college's advisor training program to ensure consistency, quality, and accuracy of advising. Changes include structured observation, self-reflection, formal mentoring, and assessment of new advisors' knowledge/confidence and of overall program effectiveness.

**Number of external professional development opportunities attended by how many advisors:**

- In the University College, academic advisors were active in presenting at and attending state, regional, and national conferences. In AY 2016, 41 academic advisors attended the TEXAAN (Texas Academic Advising Network) annual conference held in Austin, Texas. Twelve academic advisors attended the NACADA Regional Conference in Baton Rouge. A total of 24 academic advisors attended the NACADA national conference in Las Vegas, Nevada.
- At the Round Rock Campus, advisors attended: AAACE Conference; AAC Transfer Conference; Body Language for Leaders; Learning from Failure; Race, Democracy, & Public Policy in America Conference; Standard Response Protocol; Stop the Bleed Survival Sign Language; Assessment Summit; Campus Collaboration; For the Record: What you need to Know about Records Management; Lunch & Learn: A Unique International Cultural Experience-Study Abroad in Spain; Lunch & Learn: Financial Planning; NACADA; Transition from Service to School; TEXAAN.
- The College of Applied Arts reports four external professional development opportunities: National Institute for the Study of Transfer Students, Atlanta, GA (1 attendee); Military Symposium (1 attendee); TEXXAN state conference for academic advisors (5 attendees); and Regional Conference for Academic Advisors (2 attendees).

**Number and list of current internal and external awards and recognitions received by advisors:** Five academic advisors were recognized as 'Advisor of the Month' in 2015-2016. At the Round Rock Campus, Arrissa Estrella received Advisor of the Month for May 2016.

**Advisor/student ratios compared to prior year:** Student/advisor ratios improved in AY 2016, with 394 students served by each academic advisor. This result represented a modest decline from the average student/advisor ratio of 408 observed the previous year.

- This was the first complete year that an Honors academic advisor was in place so our advisor/student ratio went from zero to one for 1,744 students.
- The advisor to student ratios in the College of Applied Arts was 538 students to advisor, compared to 519 in 2014-2015.

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

**Key Performance Indicators:**

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

**Number and percent of students enrolled in Honors College compared to prior year:** In spring 2016, there were 1,744 students enrolled in the Honors College (5.8 percent), compared to 1,226 students in spring 2015 (4.3 percent).

**Number of Honors sections offered:** 59 Honors sections offered in FY 2016.

**Number of Honors College graduates compared to prior year:** The number of Honors College graduates who completed a thesis was 65 in fall 2015, compared to 53 in the 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

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

Athletics hosted approximately six home football games, 15 men's basketball games, 30 women's basketball games, 30 baseball games, 20 softball games, five tennis tournaments, two golf events, 15 volleyball games, 10 soccer matches, and seven track and field meets. The Department of Athletics also hosts numerous high school events including both sporting competitions and graduations, Cheer and Strutter dance competitions and clinics, community events such as Chamber Hospitality Socials, and other Sun Belt Conference and NCAA competitions. In the College of Fine Arts and Communication, 122 Music public concerts were held with 26 guest artists, 15 faculty, 73 student ensembles, eight operas and four Music public lectures (13,515 attendees overall); Theatre hosted four Harrison, two Mainstage, and three Studio productions (50 performances with over 12,000 attendees); and Dance held six concerts (over, 2,600 attendees).

**Average number of students that attend sporting events:** Approximately 37,000 students attend throughout the year.

**List of promotions and collaborations with student groups to engage them in athletics:**

- To engage students in attendance, Athletics hosts the Greek Attendance Challenge, the Student Fans of the Game competitions, Tuition Give-away promotions, Pre-game and Halftime competitive promotions, and department staff and student athletes visit numerous student groups at their meetings and

on the Quad.

- The College of Health Professions reports that Clinical Laboratory Science Program students in the Society of Clinical Laboratory Science attend approximately 1-2 tailgate and football games each academic year.

**Number and list of new academic support initiatives provided to student athletes:** None reported.

**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

**Examples of new selected improvement efforts implemented as a result of assessment findings:**

- The associate vice president for Academic Affairs completed a self-study of the Office of Study Abroad based on the Standards of Good Practice for Education Abroad adopted by the Forum on Education Abroad; new services and initiatives focused on risk and quality are planned as a result from the findings.
- In the Honors College, a new assessment program to evaluate all Honors courses approved in the General Education curriculum was implemented. The addition of an Honors advisor has helped to increase the number of students in contract courses, independent study and thesis class. This will continue to increase the number of Honors College students completing requirements to graduate in the program. A Chautauqua book club program was initiated to engage students in co-curricular activities as scheduled activities had declined.
- In the McCoy College, one credit hour of professional development component was added to MGT 3353 to help students develop their professional and soft skills based upon both direct and indirect assessment of learning outcomes. 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 also now includes discussion of the impact of businesses going global on business processes. CIS 3380 was redesigned to incorporate data analytics and operations management components.
- The College of Health Professions reports that the St. David's School of Nursing designed and implemented a standardized patient program for BSN and MSN students. The results have been positive with students commenting that they prefer this to role play with fellow students. The standardized patients for gynecology and prostate exams for FNP students provided the real world

experience needed at that level.

- In the College of Liberal Arts, Political Science incorporated common reading assignments and common online exercises in all sections of POSI 2310 and 2320 to improve learning outcomes. BPA faculty reconfigured their internship program to include four professional development meetings aligned with student learning outcomes. Political Science faculty also revised the senior seminar assignment and grading rubric to improve learning outcomes.
- In the College of Science and Engineering, departments met to discuss outcomes assessment results. In Mathematics, the instruction information for faculty teaching selected courses was changed to including the recommendation that they spend a little extra time on selected material to address problems identified. Physics modified course descriptions and objectives at the undergraduate level with specific regard to the intro physics courses.
- The Treasurer and Student Business Services analyzed data for potential registration cancellation for freshman and graduating seniors, and worked with retention management and academic counselors to reach out to students and help with retention.
- Facilities successfully prepared for and completed a comprehensive peer review as part of APPA's Facilities Management Evaluation Program (FMEP). As part of the FMEP process, Facilities prioritized the recommendations and developed a course of action to assess and implement process changes or improvements. Submitted a nomination package for the APPA Award for Excellence in Facilities Management. The FMEP Team's report stated that Facilities had significant successes including: Capital Development Plan implementation; numerous improvements to utility plants and infrastructure; operations and maintenance practices developed, measured and benchmarked; strong customer service focus emphasized; high level of proficiency in key areas; and well on the way to utilizing technology to optimize resources and streamline processes.
- In the Student Affairs Division, Career Services modified assessment tools to measure outcomes to track marketable skills/career readiness as defined by NACE and THECB 60x30 strategic plan.

**Number and percent of programs completing outcomes assessment:**

Outcomes assessment plans and results were provided for 100 percent of academic programs, administrative, academic/student support, community/public service, general education courses, and research centers/colleges.

**Number and percent of completed audits:** Audits were completed on 100 percent of the outcomes assessment reports. Although units vary in the level of detail and quality of the outcomes reports, all are reporting some level of improvement based on prior assessment findings and actions.

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

**Key Performance Indicators:**

- Number of program reviews completed and number submitted to THECB
- Examples of selected program improvements made based on program review/accreditation findings
- Percent of academic program reviews with all items scored “acceptable” or higher

**Number of program reviews completed and number submitted to THECB:**

14 academic programs in six departments/schools were reviewed. The self-study report, program review report, and response and action plan for 12 of those 14 were submitted as required to the Texas Higher Education Coordinating Board for 100 percent completion rate.

**Examples of selected program improvements made based on program review/accreditation findings:** None reported

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

Of the 14 programs reviewed, only two received scores on all items at the level of “acceptable” or higher. Two received unacceptable scores on workload, facilities, and resources, items typically out of the control of the department. The remaining programs received “unacceptable” scores on items that are clearly within their purview. Based on the reviews, all 14 programs developed an action plan to address areas of weakness.

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

**Key Performance Indicators:**

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

**Number and list of career support programs provided:**

- Career Services increased career fairs and on-campus interviewing and added new employer events including: USDA/NIFA Grants and Employment workshop; Microsoft Career Day and HEB Career Day; Fashion Merchandising Leadership Lab at JC Penney in partnership with Fashion Merchandising; New program with the College of Health Professions for Physical Therapy doctoral candidates; collaborated with the Sociology Department on Careers in Aging event; collaborated with the LBJ Institute for STEM Education and Research; facilitated student participation in TechHire CodeSprint, a nationwide White House initiative; offered career programming in partnership with Student Diversity and Inclusion for LGBTQIA, Veterans, and Multicultural students.
- University College, in AY 2016, held 911 career counseling sessions by PACE staff. All sessions were face-to-face and scheduled for one hour in length.
- The Round Rock Campus provided 10 programs: Creating Cover Letters, Resumes & Documents (7 attendees at 2 sessions); Linked Up with Linked In (10 attendees at 3 sessions); How to Work a Job Fair (11 attendees at 2 sessions); RRC Career Fair (177 attendees at 2 sessions); and Career Services Overview Workshop (5 attendees).
- In the College of Fine Arts and Communication, the BFA in Acting and the BFA in Musical Theatre programs conducted a New York Showcase for its undergraduate students.
- The College of Health Professions reports that the Department of Health Information Management provided the Professional Practice Experience (PPE), an opportunity for students to engage with Health Information Management leaders in the workplace. The PPE is typically done in the last semester and some students are given employment offers during the PPE or shortly after. The Radiation Therapy Program includes clinical rotations with several clinical affiliates. All students are assigned a clinical rotation at a site each semester within the 2-½ year curriculum including a 10-week summer session. Students have an opportunity to meet with supervisors and administrators during their clinical rotations resulting in job interviews near graduation time. The post-graduate employment rate for the Radiation Therapy program, within six months post-graduation, ranges from 95 to 98 percent.
- The College of Liberal Arts Advising Center created a display of literature to better disseminate information on internships, graduate school, job searches, résumés, cover letters, and job interviews for students. History held a Brown Bag Discussion presentation on writing a résumé. Modern Languages developed new advanced Professional Internship courses in Spanish. The Political Science Department highlighted internships as a means of helping students make the transition from school to work. The Psychology Department hosted an alumni panel on “Careers in Psychology.” Sociology formed a new Sociology Graduate Student Association for professionalization activities and events. The Center for International Studies hosted on-campus events with Career Services Diplomat-in-Residence and with Peace Corps representatives.

**Number and list of academic outreach and recruitment efforts:**

- The Round Rock Campus held 73 outreach and recruitment efforts.

**Number and list of new companies recruiting at Texas State:**

- The Round Rock Campus had 33 new companies recruiting: A Community for Education; Bankers Life; Buckeye International Inc.; Enterprise Holdings; Heavenly Care Home Health; Indeed.com; Mass Mutual Financial Group; Mattress Firm; Modern Woodmen of America; New York Life Insurance Company; Peace Corps; Silverleaf Resorts; Teacher Retirement System of Texas; Ted Heaton State Farm; AmeriCorps; Jarrell ISD; Austin Fire Department; Charles Schwab; Child Care Careers; Dillard's; Enterprise; iHeart Media; Intific; Longhorn Village; Lott Brothers; Mass Mutual Financial Group (Attended Prior); Mass Mutual South TX; McLennan; Round Rock ISD; Skillpoint Alliance; US Navy; UFCU; and USDA.

**Number and list of employers conducting on-campus interviews:** Career Services reports 196 employers conducted on campus interviews with 1,421 students.

- In the College of Fine Arts and Communication, casting directors from theatres such as Great Rivers Shakespeare, TPAP, and Theatre Aspen visited campus to audition students.
- In the College of Health Professions, Sonic Reference Laboratories and CPL visited with seniors in the Clinical Laboratory Science Program in summer 2016 for job recruitment. In spring 2016, Baptist Health System, Regency, Parallon, e-4 Services, Nexus Medical Consulting, and Memorial Hermann professionals visited with Department of Health Information Management senior students.

**Number and list of career fairs, including number of employers attending fairs:** Career Services reports 29 career fairs/events were held with 1,349 employers and 7,600 students participating. As part of the Bobcat Cares program, Career Services held a career fair in the Student Recreation Center including on- and off-campus employers.

- The Round Rock Campus hosted two career fairs in FY 2016, with 33 employers attending.
- In its third year, the 2016 McCoy 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 Department of Accounting hosted a "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 full-time employment opportunities for accounting majors.
- In the College of Fine Arts and Communication, Communication Studies featured a "Speed Networking" program that connected undergraduate majors with prospective employers at Comm Week.
- The St. David's School of Nursing in the College of Health Professions hosted a

career fair in the fall for graduating seniors, inviting potential employers. Seventeen potential employers participated. In the spring, four health systems were invited to meet with graduating seniors to discuss internship programs post-graduation.

**Number of internships completed by students:** Career Services reports 8,030 total positions posted in Jobs4Cats with 4,418 full-time, 2,106 part-time, 1,301 internships, and 205 work-study positions.

- Over 285 articulation agreements were in place in the College of Applied Arts for student internships in various academic programs including Criminal Justice, Social Work, NUTR, OWLS, and Agriculture.
- The total number of internships in the McCoy 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.
- In the College of Education, internships were completed by 311 graduate students (in Adult Ed, Counseling, Educational Leadership, School Psychology, and Student Affairs). HHP also had over 500 students complete internship/field experiences in FY 2016.
- In the College of Fine Arts and Communication, Art and Design provided 12 internships for credit and seven for noncredit (most are graduates) in fall 2015, seven internships for credit and six internships for noncredit in spring 2015, and 12 internships for credit and 14 internships for noncredit in summer 2016. There were also five Photography internships and six Art History internships. Communication Studies had 15 internships in fall 2015, nine in spring 2016, and five in summer 2016.
- In the College of Health Professions, two Clinical Laboratory Science Program students completed Summer Undergraduate Research programs. Eric Bruton was a Summer Fellow, Undergraduate Research Institution for the Study of Kidney Disease Fellowships (SURISKD) at UT Southwestern Medical Center and Sheridan Limmer, at the University of Texas MD Anderson Cancer Center, Veterinary Sciences Division of the Science Park – Keeling Center for Comparative Medicine and Research. The Department of Communication Disorders had 29, second-year graduate students complete a total of 58 externships. The Department of Respiratory Care had 40 internships completed within Texas. Eighty-two nursing students were placed in area hospitals during spring 2016 to complete a 156-hour precept experience (pairing students one-on-one with a registered nurse). This is considered a capstone experience.
- In the College of Liberal Arts, the Political Science Department had 57 undergraduates and 46 graduate students holding internships.
- The College of Science and Engineering reports that Computer Science students completed more than 20 internships.

**Number and list of programs and events to prepare students for graduate/professional education:**

- The Student Affairs Graduate Student Affairs Council (graduate student professional development organization) made site visits to UT-Austin, Texas A&M, UTSA, held an Etiquette Dinner, and attended a Personal Strengths Development workshop.
- The Graduate College offered a Graduate and Professional Fair that showcased graduate education programs on campus, as well as 30+ universities from across the state. The College also held eight information sessions on graduate education, two workshops on how to apply for graduate programs, and two GRE information sessions. Average participation at each of these sessions was 27 students.
- The Round Rock Campus offered 11 events: Student Success Series: GRE Strategy Session (7 Attendees); SLAC: College Note Taking (5 Attendees); SLAC: Top 10 Vital College Success Strategies (4 Attendees); The Quality Movement- Why Qualities Opportunities are all around us, and what your boss wants you to know about leading the way (7 Attendees); Leadership Institute: Get Connected- Moving Beyond a Handshake (6 Attendees); Shop Talk- Master's Thesis from Start to Finish (11 Attendees); GRE Strategy Session (0 Attendees); Graduate Student Social (36 attendees); Grad College: Thesis Shop Talk (5 Attendees); SLAC: Test Preparation & Test Taking Strategies (0 Attendees)
- In the College of Fine Arts and Communication, Art and Design provided an annual workshop on applying to graduate school in Art History.
- In the College of Liberal Arts, Philosophy expanded workshops for students considering advanced study.
- In the College of Science and Engineering, the Department of Mathematics hosted a Graduate Open House as a recruitment tool. A panel discussion was held regarding successful transition to graduate school.

**Number and list of alumni-supported career events and initiatives to support student networking and career success:**

- In the Honors College, a panel on graduate school was held in February 2016 which highlighted six Hispanic alumni who have gone on to continue their education after Texas State. These alumni also visited classes to encourage students to prepare for graduate education.
- At the Round Rock Campus, eight opportunities were provided that were open to current students and alumni: RRC Career Fair (fall 2015); Career Advising Appointments (21 opportunities in fall 2015); Career Services Workshops (4 opportunities in fall 2015); RRC Career Fair (spring 2016); Career Advising Appointments (21 opportunities in spring 2016); Career Services Workshops (4 opportunities in spring 2016); Career Advising Appointments (14 opportunities in summer 2016); and Career Services Workshops (2 opportunities in summer 2016).

- In the College of Fine Arts and Communication, Communication Studies sponsored a luncheon among alumni and undergraduate and graduate students in fall 2015.
- In the College of Health Professions, students in Health Information Management senior seminar each spring participate in panel presentations where they visit with alumni on career pathways and receive key information on potential jobs.

**Number and list of on-campus student employment career preparation programs and initiatives:** Career Services reports that the Career Closet served 133 students in preparation for professional job interviews. The office also provided 356 career preparation presentations.

- In the College of Fine Arts and Communication, Art and Design provided internship courses in Art History, Communication Design and Studio Art; an annual workshop on finding internships in Art History and Communication Design; and Exit Review and Senior Portfolio classes in Communication Design are now required.
- In the College of Science and Engineering, the Math Club hosted visits from institutions recruiting math majors, emailed student organization members about on-campus and area career fairs, resume writing workshops, and encouraging presentation of results of students' independent studies at AMS/MAA sanctioned student conferences. The Department of Physics provided a Colloquium series to encourage networking with industry professionals and exposure to different areas of focus.

**Number of face-to-face career counseling appointments:** Career Services reports 4,636 face-to-face career counseling sessions held. At the Round Rock Campus, 21 career advising appointments were offered in fall 2015; 21 in spring 2016; and 14 in summer 2016.

**Number of PACE career counseling sessions:** Career Services reports 911 PACE career counseling sessions were held and 1,380 career advising sessions were held.

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

**Key Performance Indicators:**

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

**Number of literacy sessions provided and number of faculty and students served:** Career Services made 911 students center counseling sessions and more than 150 career presentations in US 1100 classes.

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

#### Key Performance Indicators:

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

**Number of freshman students served:** A total of 5,563 freshmen were served by PACE Center faculty and staff in AY 2016.

**Number and list of support programs provided:** A new addition to the PACE Peer Mentoring program was the THECB Minority Males Initiative, which served 175 African American and Latino males in 2015-2016. The PACE Academic Coaching program grew with the addition of new programming designed to further enhance career readiness and financial literacy. In spring 2016, 30 US 1100 University Seminar class sections were reserved for students who had received grades of D or F in fall 2015. The intent of this pilot program was to focus academic recovery efforts on this at-risk population. Three US 1100 class sections were identified as 'resiliency' sections for at-risk students, with academic coaches and peer mentors assigned to the students within these sections.

**QEP successes based on outcomes achievement and continuous improvement:** On July 8, 2016, Texas State received notification from the Southern Association of Colleges and Schools Commission on Colleges that its Quality Enhancement Plan, PACE (Personalized Academic and Career Exploration) was accepted with the following comments: "The institution has adequately described the initial goals and intended outcomes of its QEP, discussed the limited changes made in the QEP, discussed the impact on student learning and/or the environment supporting student learning, and described what the institution has learned as a result of the QEP experience. No additional report required."

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

### 4.1 Attract and retain a diverse faculty and staff.

#### Key Performance Indicators:

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

**Number and percent of female full-time faculty and staff compared to prior year:** In fall 2015, there were 634 female full-time faculty (48.1 percent) compared to 595 in fall 2014 (47.6 percent); similarly, in fall 2015 there were 1,186 female full-time staff (55.1 percent) compared to 1,140 in fall 2014 (55.3 percent).

**Number and percent of African American, Hispanic, and other minority faculty and staff compared to prior year:** In fall 2015, there were 288 minority full-time faculty (21.9 percent) compared to 270 in fall 2014 (21.6 percent); similarly, in fall 2015 there were 879 minority full-time staff (40.9 percent) compared to 855 in fall 2014 (41.5 percent).

#### 4.2 Remain a Hispanic Serving Institution.

**Key Performance Indicators:**

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

**Number and percent of Hispanic student enrollment compared to prior year:** In fall 2015, Hispanic student enrollment was 12,614 (33.2 percent), compared to 11,606 (31.6 percent) in fall 2014.

**Number and percent of Hispanic student graduates compared to prior year:** In fall 2015, there were 2,115 (27.5 percent) Hispanic student graduates compared to 1,882 (25.6 percent) in fall 2014.

**Number and percent of Hispanic students retained compared to prior year:** The Hispanic student retention rate for fall 2015 was 77 percent, compared to 73.2 percent in fall 2014.

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

**Key Performance Indicators:**

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

**Examples of new academic, student support, and administrative programs**

**provided and number of students served:**

- The associate vice president for Academic Affairs implemented 15 International Minds events, representing an 87 percent increase over FY 2015. These include: New Student River Rafting (38 attendees); Fall International Welcome Social (220 attendees); International Education Week Lunch (169 attendees); Art Event (13 attendees); State of the Union Address (25 attendees); Fall Graduation Celebration (20 attendees); Spring International Welcome Social (146 attendees); Chinese New Year (120 attendees); San Antonio Spurs International Night Out (42 attendees); San Antonio Rodeo (26 attendees); Culture Fest (24 attendees); Holi Festival (60 attendees); International Student Recreation Center Event (42 attendees); Arirang Festival Event (120 attendees); and Spring Graduation Celebration (38) attendees. Additionally, 53 international students participated in five pre-arrival webinars from early July through mid-August 2016 using Zoom video-conferencing platform; through the 15 events offered by the International Minds committee, 1,103 students were served.
- The Round Rock Campus hosted several new events: The Quality Movement – Why Quality Opportunities are all around us, and what your boss wants you to know (7 attendees); Leadership Institute: Get Connected – Moving Beyond a Handshake (6 attendees); Counseling Center: Happiness Hero’s (6 attendees); Counseling Center: Breaking the Ice – It’s not that Hard (5 attendees); Shop Talk – Master’s Thesis from Start to Finish (11 attendees); Lunch & Learn: Common Experience (22 attendees); Counseling Center: Mood Management (4 attendees); Lunch & Learn: Putting your Best Foot Forward – Effective Interview Techniques (12 attendees); Advisor Granola Bar & Coffee Meet & Greet; SLAO: Hotdog Cookout (46 attendees); SLAO: Root Beer Float & Game Night (26 attendees); SLAO: Coats for Kids (3 attendees); Homecoming Bobcat Tram (13 attendees); The Power of Story: A Tribute to Dr. Tomas Rivera’s Legacy (52 attendees); RRC Faculty Speaker Series: Sleepless in Round Rock (15 attendees); Lunch & Learn: Taking Action for Health (9 attendees); Veteran Affairs Certifying Official on Campus (1 attendee); RRC Faculty Speaker Series: Sex Education and Teen Pregnancy Prevention (22 attendees); Dean’s List Recognition (72 attendees); Lunch & Learn: Financial Planning (15 attendees); Lunch & Learn: A Unique International Cultural Experience (15 attendees); De-Stress Fest: 4 night event (397 attendees); De-Stress Fest: Guided Meditation (11 attendees); Luau Social (23 attendees); SLAO: Kickball Tournament (18 attendees); and Lunch & Learn: Financial Planning Part II (11 attendees).
- In the College of Fine Arts and Communication, Photography instituted its first Sophomore Portfolio Review. This non-binding conversation occurs at mid-term of each Photography major Digital Photography One class. Students write a statement about their past achievements, current influences, and future goals and present a selection of 15-20 works to a panel of at least three photography professors for a 20-minute discussion.
- In the College of Health Professions, the St. David’s School of Nursing had one new student organization, Men in Nursing. It was formally organized to foster a

means for male students, who are considered a minority in the nursing field to feel supported. They have a membership of over 20 male students. The faculty advisor is a male nurse.

- In the College of Liberal Arts, The Center for International Studies' International Studies Club partnered with multiple minority student organizations, such as the Korean Club, Chinese Student Association, and Lions Club, in order to promote diversity and enhance international understanding.
- The Department of Biology in the College of Science and Engineering provided Supplemental Instruction (SI) support for a total of 13 sections, pre-med/pre-dental advising and mentoring.
- In the Student Affairs Division, Disability Services benchmarked, developed, and authored a successful grant to provide 55 students per year for the next three years, the opportunity to be evaluated and tested for learning disabilities and ADHD. The office screened 17 students for ADHD/LD, saving each student approximately \$1,347 for evaluation fees. The Office created a partnership to begin screening students with the Athletics department in order to support the retention of student athletes who may be eligible for services offered by the department. The Dean of Students Office of Greek Affairs staff monitored 36 values based Greek Letter organizations that are either racial, gender-based groups or both. These organizations had a total membership of 2,674 students during the fall and 2,542 during the spring. Academic progress for all students who were members was facilitated by the staff and there was an increase from three chapters to eleven chapters recognized for academic achievement over FY 2015.

**Number and list of new recruitment activities:**

- The associate vice president for Academic Affairs reported 13 new recruitment activities including: Tecnologico de Monterrey Site Visits in Mexico City and Monterrey to present Texas State's exchange and language program opportunities; Intensive American English Institute recruitment fair in Austin; Tecnologico de Monterrey University Fair in Mexico to present Texas State and recruit for the "Lideres del Mañana" summer program at TSIE; Study Texas/Education USA Fair in Monterrey, Mexico; U Study high school fair in Mexico; developed university profile content for targeted international markets, including web and social media, an international view book, flyers, etc.; created online microsites in Chinese, Portuguese, and Spanish to introduce the university profile to a global audience; signed an agreement with Big Choice Group; signed an agreement with Hotcourses; selected and signed agreements with five new AIRC-accredited international student recruitment agencies (Dish, Pac-Asia, IEC, College Study US, and U Study); designed multimedia email campaigns for prospective student engagement; hosted AIRC Roadshow that introduced over 15 agents to Texas State; and hosted six Education USA advisors from Mexico, Kenya, Armenia, Saudi Arabia, Brazil, and Colombia and introduced the advisors to Texas State and Texas culture.
- The associate vice president for Enrollment Management and Marketing identified three new recruitment activities: University Marketing collaborated

with The Graduate College and the Round Rock Campus on an NPR advertising campaign; Undergraduate Admissions also collaborated with The Graduate College and the International Office on international recruitment in Mexico and on an international engagement plan; and Undergraduate Admissions increased the number of search names purchased.

- The Graduate College held eight information sessions on graduate education, two workshops on how to apply for graduate programs, and two GRE information sessions. Average participation at each of these sessions was 27 students.
- In the College of Education, C&I facilitated undergraduate recruitment efforts through local school district Future Teachers programs: 70 students from Alief ISD and Giddings ISD participated in campus tours and discussions hosted by faculty.
- The College of Health Professions provided several recruitment initiatives: Clinical Laboratory Science Program faculty visited New Braunfels high school for recruitment to the program. Dr. Rodney Rohde, Program Chair, visited Lehman High School's Health Science program in Kyle for recruitment of all health profession majors. Health Information Management faculty sponsored exhibit booths at the national AHIMA and HIMSS conferences, as well as at the TxHIMA state convention. Additionally, the Department Chair, Ms. Jackie Moczygemba, and a College advisor traveled to the Rio Grande Valley and gave BSHIM presentations to two community colleges. The Department of Physical Therapy participated in more than 20 off-campus recruiting events.
- In the College of Liberal Arts, English recruited for the MA Rhetoric and Composition program in the Rio Grande Valley, while History recruited for the MA History program at HBCUs. Political Science enhanced the Discourse on Democracy program, which recruits a diverse range of students to the major and offers academic enrichment as a means of engaging and retaining students.
- Within the College of Science and Engineering, Computer Science faculty participated in the NSF SPARK Scholarship program which recruits female and minority students to STEM fields. The Department of Engineering Technology faculty member, Dr. Kimberly Talley, has an NSF-STEM Rising Starts grant that engaged in recruitment and retention of underrepresented minorities and women into the STEM disciplines.

**Number and list of new academic, student support, and administrative retention activities:**

- University College was named one of our universities in Texas to receive funding in support of the THECB Minority Males Initiative, which served 153 African American and Latino males in 2015-2016. An attrition risk assessment pilot program was implemented in spring 2016 to improve persistence and retention of first year students. Five risk factors were included in this risk assessment, including minority male status. In its first year, retention of the fall 2016 Hispanic male FTIC cohort was four percent greater for those students served, as compared to students not receiving intrusive services (74 percent

retention rate for Hispanic males served compared to 70 percent retention for those not served by the pilot program).

- In the College of Education, CLAS had two Ph.D. School Improvement students appointed as national Jackson Scholars, which provides doctoral students of color with mentoring in doctoral studies and preparation for university faculty positions.
- The College of Fine Arts and Communication's Photography programs offered Graduate School Advice sessions with alumni and current students during the fall semester. In Communication Studies, retention efforts included a newly designed format and focus for the annual Comm Week that addressed student success and careers.

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

##### **Key Performance Indicators:**

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

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

- In the McCoy College, Dr. Noel Gould, lecturer in the Department of Management attended the Multicultural Curriculum Transformation and Research Institute to incorporate multicultural aspects of doing business globally in BA 2310, Introduction to Business in a Global Environment.

##### **Number of new/revised courses with multicultural or multi-perspective content:**

- During the May 2016 Multicultural Curriculum Transformation and Research Institute meeting, 15 courses were finalized as transformed, bringing the total number of courses with a multicultural designation to 620. These new courses include: SOWK 4355, NUTR 2361, RDG 4320, REC 5340, CI 4350, COMM 3318K, ARTS 2361, ARTC 4309, CDIS 5362, NURS 5351, ENG 3301, PY 3402, PHIL 1320, PHYS 5314, MGT 4372, and US 1100.
- In the Honors College, new courses included HON 3205B, Women and Texas Music which addressed topic-related issues of class, race, and identity formation and HON 3397X Nueva York: Hispanic and Latino Literature and Art in New York.
- In the College of Health Professions, the Department of Communication

Disorders had one new course designated as multicultural content/perspectives: CDIS 5362 Introduction to Research in Communicative Disorders.

- In the College of Liberal Arts, a Psychology faculty member completed the Multicultural Curriculum Transformation and Research Institute and transformed PSY 3402 Research Methods. In the Center for Diversity and Gender Studies, two courses earned Multicultural Perspective designation, one earned Multicultural Content designation, and 13 earned both designations.

**Examples of new academic, student support, and administrative programs/activities provided (e.g., activities related to Common Experience) and the number of individuals served:**

- The assistant vice president for Academic Services reports that 21 activities were provided in 2015-2016 in support of Common Experience. These include: Tribute and Conversation: Celebrating the 50th Anniversary of Integration at Texas State University; Juneteenth Celebration and Parade; LBJ Birthday Party and Lecture; Public Reception for Black, White and Gray: A Spectrum of Views on Integration; Gallery Exhibition: Selections from the Studio Museum in Harlem's Bearden Project; Black and Latino Playwrights Conference, "A Tribute to Ted Shine;" Philosophy Dialogues at the San Marcos Public Library; Exploring Democracy's Promise: History of Integration in Williamson County; James Kofi Annan; British Public Debate: An Intercultural debate considering modern race issues; "Civil Rights and Johnson's Great Society;" "Bring It On: Confronting bias in media and society;" Día de los Muertos Celebration; "Raisin Cane - A Harlem renaissance Odyssey" - National Broadway Production; Recognizing and Overcoming Stereotypes: What You Can Do." Dr. Joseph Brown; "MLK - The Power of Unity;" "In Remembrance of Martin" film screening; Business Leadership Week: "Leadership and Diversity;" "Eddie Durham - Jazz Celebration;" Leadership Institute Annual Conference; and Symposium: "De-Segregating Education in Texas"
- In the Honors College, a panel on graduate school was held in February 2016 which highlighted six Hispanic alumni who have gone on to continue their education after Texas State.
- The Graduate College held a workshop focused on diversity and mentoring for faculty and one for students (50 students served). The College also hosted a keynote speaker at their International Research Conference who spoke on a theme related to the Common Experience (100 individuals served).
- In the McCoy College, 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, ProtolPO, Inc. participated in the Executive Leadership Panel that

discussed community involvement and leadership in business. The week also included a Bloomberg Business Week-sponsored case competition on international business issues, an interactive fair in McCoy Hall, and demonstrations on dress for success by JC Penney and Sephora. Thirty-five guest speakers addressed students on international business issues in the workplace and on leadership in a variety of classes. The Institute for Global Business (IGB) and Student of International Business (SIB) jointly hosted a roundtable on the TransPacific Partnership Trade Agreement in February 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. The 6<sup>th</sup> Annual Roundtable 360 panel on "From Round Rock to the Rio Grande: 260 Miles y mas" was held in October 2015. The roundtable topic was based on the 2016 Common Experience theme "Bridged through Stories: Shared Heritage of the United States and Mexico, an Homage to Dr. Tomás Rivera." This year's panelists included: Dr. Rico Ainslie (UT scholar and award winning filmmaker), Honorable Sherri Greenberg (10 years in the Texas Legislature, UT LBJ School of Public Policy), and Mr. Mark Madrid (Greater Austin Hispanic Chamber of Commerce). Panelists discussed the 21<sup>st</sup> century business world, focusing on their visions for 2020.

- In the College of Education, the Quetzal Film Series hosted by C&I brought documentaries and films related to social justice issues to students and faculty across campus. Additionally, School Psychology implemented its first Spanish-English bilingual/bicultural immersion program.
- Art and Design, in the College of Fine Arts and Communication, presented The Many Wars exhibition which drew audiences from veterans' groups on campus.
- In the College of Liberal Arts, English collaborated with Equity and Access and other university units to support "The Role of Literacy in Ensuring Racial and Ethnic Equality. English worked with a graduate student and the Center for the Study of the Southwest in an effort to bring Barrios Writers Project to San Marcos. The Center for the Study of the Southwest hosted an exhibit, "Iglesias y Camposantos: Sacred Spaces for Mexican Catholics in San Marcos, Texas.
- In the Student Affairs division, the Dean of Students Office increased their support services in several areas to include: administrative support for the central office assisted 11,471 individuals which was a 28 percent increase from the previous year and provided 64 students with notary services; the Attorney for Students assisted 1,355 students with legal advice and notary services and provided 1,810 educational outreach presentations to 2,400 students in multiple venues; Alcohol and Drug Compliance Services provided community service for 617 students who completed 6,950 total verifiable hours which is the in-kind equivalent of \$50,391 in minimum wage labor; Student Emergency Services provided absence notifications to 4,573 faculty members for 1,022 students, which was a 171 percent increase from the previous year, and distributed \$40,773 through emergency grants and loans to 103 students, which was a 294 percent increase over the previous year; and Student Justice investigated and

adjudicated cases involving 628 students.

#### 4.5 Seek historically underutilized business suppliers.

##### Key Performance Indicators:

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

**Number of active HUB vendors compared to previous year:** In FY 2016 there were 612 active HUB vendors compared to 570 active HUB vendors in FY 2015.

**Percentage of construction value issued to HUB vendors:** Out of the total HUB spend for FY 2016, 65.90 percent was construction, compared to 51.62 percent in FY 2015.

**Number of active mentor/protégé partnerships compared to previous year:** In FY 2016, there were seven active mentor/protégé agreements, compared to five in FY 2015.

**Percent of total university procurement with HUB vendors compared to previous year:** In FY 2016, there was 18.47 percent of total university procurement with HUB vendors, compared to 15.18 percent in FY 2015.

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

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

##### Key Performance Indicators:

- Percent increase in average salary levels for all categories

##### Percent increase in average salary levels for all categories:

<u>EEO Category</u>	<u>FY 2015</u>	<u>FY 2016</u>	<u>% Change</u>
Admin	\$111,348.00	\$113,340.00	1.79
Professional	\$ 60,504.00	\$ 60,378.00	-0.21
Clerical	\$ 38,675.00	\$ 38,327.00	-0.91
Technical	\$ 47,832.00	\$ 47,587.00	-0.51
Skilled Craft	\$ 44,071.00	\$ 44,831.00	1.72
Service	\$ 27,874.00	\$ 27,976.00	0.37

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

### Key Performance Indicators:

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

**Number and percent increase in full-time staff compared to prior year:** In FY 2016, there were 2,191 full-time staff, compared to 2,115 in FY 2015, for a net increase of 76 staff (3.6 percent).

**Number and list of newly-created positions:** 74 new staff positions approved by audit in FY 2016. These include:

- VPAA, McCoy, Research Coordinator
- VPAA, Graduate College, Research Coordinator
- VPAA, Science and Engineering, Academic Advisor I
- VPUA, Special Assistant to VPUA (50 percent)
- VPAA, Meadows Center, Communications Specialist
- VPAA, Anthropology, Staff Specialist (2 positions)
- President, Equity and Access, Equity and Access Assistant
- VPAA, Education, Program Specialist
- VPAA, Education, Research Coordinator
- VPSA, UPD, Dispatcher (2 positions)
- VPAA, Education, Research Associate
- VPAA, CDC, Child Care Teacher
- VPAA, Financial Aid, Accountant II
- VPAA, Ingram School of Engineering, Microcomputer Lab Coordinator III
- VPAA, Social Work, Research Coordinator
- VPFSS, Transportation Services, Parking Services Officer
- VPUA, Stewardship Officer
- VPFSS, Facilities Operations, AC Mechanic II
- VPUA, Development, Development Officer
- VPAA, P-16 Initiatives, Research Coordinator
- VPAA, AVP Research, Director, Research Integrity
- VPIT, ETC, Senior USC
- VPSA, Retention Management, SDS II
- VPAA, SLAC, SDS II
- VPAA, Social Work, System Support Specialist II
- VPAA, Admissions, Top Scholar Coordinator
- VPAA, University College, Academic Advisor I
- VPFSS, OFPDC, Construction Contract Administrator
- VPFSS, Treasurer, E-commerce Specialist
- VPIT, Library, Librarian
- VPUA, Development Officer

- VPUA, Supervisor, Systems Services
- VPUA, Assistant Director, Donor Services
- VPAA, Chemistry/Biochemistry, Lab Services Tech
- VPIT, Alkek, Coordinator, IT Projects
- VPAA, IR, Research Analyst
- VPSA, Dean of Students, SDS I
- VPIT, Coordinator, IT Projects
- VPSA, Residence Life, Residence Hall Director (2 positions)
- VPIT, ETC, Instructional Designer
- VPAA, Athletic Academic Center, SDS II
- VPAA, University College, Grant Specialist
- VPAA, Financial Aid, Systems Support Analyst
- Athletics, Athletics, Digital Video Specialist
- VPAA, Fine Arts, Administrative Assistant II
- VPSA, Dean of Students, Assistant to Dean of Students
- Athletics, Athletics, Coach
- VPFSS, OFPDC, Buyer III
- VPAA, International Office, Coordinator, International Office
- VPAA, STEM Center, Research Coordinator
- VPAA, Research and Federal Relations, Electronic Research Specialist
- VPSA, Residence Life, Custodian (2 positions)
- VPAA, OSP, Accountant II
- VPIT, Library, Administrative Assistant III
- VPSA, Counseling Center, Psychologist
- VPFSS, Logistics, Various (2 positions)
- VPSA, Student Health Center, Nurse Practitioner
- VPAA, ALEERT, Grant Coordinator
- VPSA, Career Services, Career Advisor
- VPSA, Student Health Center, Coordinator, Marketing and Promotions
- VPAA, Honors College, SDS II
- VPIT Library, LA IV
- VPAA, Marketing, UI/UX Designer
- VPSA, UPD, Police Officer (3 positions)
- VPAA, Archeology, Research Scientist
- VPAA, PACE, Grant Specialist (2 positions)
- VPAA, COSE, Grant Technician II

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

**Key Performance Indicators:**

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

**Merit increases awarded/not awarded:** Institutionally, 1,893 positions were

merit-eligible, with merit awarded to 1,657 (87.5 percent of eligible employees)

**List of recognitions received:** Institutional recognitions include: Employee of the Month award to: John Sculley, Provost/Academic Affairs Division; Melissa Hyatt, Provost/Academic Affairs Division; Casey Smith, Provost/Academic Affairs Division; Jeremy Peña, Provost/Academic Affairs Division; Adam Alonzo, Athletics; Jessica Schneider, Provost/Academic Affairs Division; Shonte Gordon, Finance and Support Services Division; Michelle Moritz, Finance and Support Services; Kim May, Provost/Academic Affairs Division; Robert Styers, Provost/Academic Affairs Division; Stacy Rodriguez, Provost/Academic Affairs Division; and Patricia Amenda, Provost/Academic Affairs Division. Employee of the Year Award to Melissa Hyatt, Associate Registrar, University Registrar, Provost/Academic Affairs Division. Texas State University Quarterly Team Award to: Grounds and Waste Management Operations Team in November 2015; Higher Education Act Celebration Team in February 2016; Hispanic Policy Network Team in May 2016; and Lonesome Dove Reunion and Trail Team in August 2016. University Staff Council Annual Awards: Angelika Lester Wahl Staff Diversity Award - Jessica Soukup; Deborah and James Mathews Excellence in Collaboration/Outreach Award - Javier Garcia; Earl L. Moseley, Jr. Staff Community Service Award - Sandra Brooks; Rodrigo Rodriguez Outstanding Custodian Award - Santos Pineda; Staff Excellence Award - Mark Burrow. Texas Higher Education Human Resources Association (THERHA) 2016 Innovation Award (Electronic Reporting and Tracking Nepotism). Strategic Leader Award (Government) from HR Strategic Excellence to LynnAnn Brewer In Human Resources. Parking Services was awarded the Outstanding Parking Program Award from the Texas Parking Association in April 2016.

- In the Finance and Support Services Division, Auxiliary Services; Budget Financial Planning & Analysis; Environmental Health, Safety & Risk Management; Facilities; Financial Services; Human Resources; Planning, Space Management & Real Estate; Transportation Services; Student Business Services/Treasurer; and vice president for FSS provided Just-in-Time Awards for staff throughout the year. Additionally, the FSS Quarterly Team Award was presented to Custodial Operations Team in October 2015; PeopleAdmin Implementation Team in January 2016; Planning, Design, and Construction Procurement Team in April 2016; and Facilities Planning, Design, and Construction Project Manager's Manual Team in July 2016.
- In the Information Technology Division, 126 staff received \$69,424 in Performance Awards.

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

##### **Key Performance Indicators:**

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

- Number and list of new ADA modification projects completed

**Number and list of new repair and renovation projects completed:** Facilities completed 30 repair and renovation projects with a total value of \$3.14 million. These include:

Derrick Hall, Mezzanine Renovation	\$450,000
RF Mitte, Cylinder Storage Replacement	\$300,000
UEC, AHU 11 Replacement	\$190,941
Commons Testing Center Repairs	\$188,398
UEC, AHU 12 Replacement	\$174,035
Child Development Center, Upgrade HVAC	\$169,900
Agriculture, Renovation 201 & 203	\$160,000
Theatre Building, Renovation 216	\$130,000
Evans Liberal Arts, Renovation 222	\$127,000
Family Consumer Science, Renovation 132	\$125,000
Freeman Aquatic Biology, Renovation 220 & 258	\$122,322
Music Building, Renovation 123 & 221	\$ 97,703
Derrick Hall, Renovation 113	\$ 85,000
Old Main, Renovation 320	\$ 80,000
Centennial, Renovation 201, 340H, 346, 346A, 346B & 409	\$ 78,028
Chemistry, Renovation 123, 124 & 305	\$ 74,400
Derrick Hall, Renovation 329	\$ 72,000
Pecos Building, Replace HVAC	\$ 60,000
ASB North, Renovation 353	\$ 57,091
Evans Liberal Arts, Renovation 142, 144, & 145	\$ 53,500
JCK, Human Relations Office Renovation	\$ 51,800
Centennial, Renovation 407	\$ 50,000
Derrick Hall, Renovation 384	\$ 41,000
RF Mitte, Renovation 1211	\$ 36,000
Derrick Hall, Renovation 230	\$ 32,000
Derrick Hall, Renovation 239	\$ 32,000
Theatre Building, Renovation 113	\$ 30,000
Flowers Hall, Renovation 254	\$ 25,000
Flowers Hall, Renovation 228	\$ 25,000
Flowers Hall, Renovation 256	\$ 25,000

**Number and list of new campus enhancement projects completed:** 145 projects completed at \$9.5 million. These include:

RF Mitte – Option 1 – Rm 1227 A-C – CO#1	\$ 17,375.76
RFM Option 1-1 Rm 1227 A-C CO#2	\$ 9,152.18
James Street – Wool Rug	\$ 10,429.00
James Street – Fabric Sealant	\$ 371.25
James Street – Fabric Sealant	\$ 371.25
James Street – Storage/Delivery Rug	\$ 352.01
James Street – Furniture Delivery/Protection	\$ 50.00

President Residence	\$ 625.00
President Residence	\$ 695.00
President Residence – Furniture	\$ 487.95
Tower Parking Garage Prep/Paint – Contractor	\$ 75,957.68
RF Mitte Ingram School of Engineering Suite	\$ 1,250.00
RF Mitte Ingram School of Engineering Suite-Mobile File	\$ 8,548.18
RF Mitte Rm 5202 – CO#5	\$ 14,485.34
RF Mitte Rm 5200 – Suite/Sound Control–Contractor	\$ 28,770.85
RF Mitte Rm 5200 – Suite/Sound Control–Contractor CO#1	\$ 9,027.33
Jowers Heal & Human Perf Rm D10 – Electrical	\$ 384.00
Derrick Hall Mezzanine 3 <sup>rd</sup> floor Restrooms – Contractor	\$ 37,209.37
JCK 815-816 Renovation – Contractor	\$410,569.28
JCK 815-816 Renovation – Contractor CO#1	\$ 31,865.65
JCK 815-186 Renovation – Environmental Consultant	\$ 988.00
Alkek 3 <sup>rd</sup> Floor Rio Suite – Furniture	\$ 85,733.73
Alkek 3 <sup>rd</sup> Floor Rio Suite – Contractor	\$391,827.34
RF Mitte Code Compliance 4-4 – Contractor	\$ 34,058.95
Concho Green Drainage Project – Contractor CO#1	\$ 2,456.78
ALERRT Storage Building – CO#1, CO#2, CO#3	\$ 10,153.05
ALERRT Storage Building – CO#4	\$ 15,850.23
ALERRT Storage Building – CO#5	\$ 17,342.92
JCK 314 Human Resources Renovation–Contractor	\$ 68,684.61
JCK 314 Human Resources Renovation–Carpet	\$ 11,181.54
Alkek ITS Offices 1 <sup>st</sup> Floor Phase 2–Furniture	\$ 8,540.00
Alkek ITS Offices 1 <sup>st</sup> Floor Phase 2–Furniture	\$ 60,538.55
Alkek ITS Offices 1 <sup>st</sup> Floor Renovation–Abatement	\$ 5,905.00
Alkek ITS Offices 1 <sup>st</sup> Floor Renovation–Environ. Consult.	\$ 1,875.00
Alkek ITS Offices – Furniture	\$ 7,468.21
Alkek ITS Offices – Furniture	\$ 23,381.31
Alkek ITS Offices – Furniture	\$ 8,913.67
Alkek ITS Offices – Furniture	\$ 80,371.76
Alkek Library 1 <sup>st</sup> Floor – Abatement	\$ 1,100.00
Alkek Library 1 <sup>st</sup> Floor – Reinstallation of Furniture	\$ 652.00
Alkek ITS Offices 1 <sup>st</sup> Floor Renovation–Carpet/Tile	\$ 1,968.43
Old Main Trinity KTSW Relocation – Interior Design	\$ 28,421.52
Old Main Trinity KTSW Relocation – Environ. Consult.	\$ 3,838.00
Old Main Trinity KTSW Relocation	\$ 3,625.00
Old Main Trinity KTSW Relocation – Contractor	\$658,785.79
Old Main Trinity KTSW Relocation – Graybar	\$ 15,900.00
Old Main Trinity KTSW Relocation – Graybar	\$ 6,347.38
Old Main Trinity KTSW	\$ 5,359.81
Old Main Trinity KTSW – Cabling Services	\$ 4,374.38
Derrick Hall Mezzanine – Environ. Consult.	\$ 7,760.00
Derrick Hall Mezzanine – Moving Services	
Derrick Hall Mezzanine – A/E Lab Renovation	\$ 9,920.00
Derrick Hall Mezzanine – A/E Services CO#1	\$ 154.80

Derrick Hall Mezzanine – Asbestos Removal Fee	\$ 1,731.00
Clear Springs Parking Lot Environmental Engineering	\$ 12,000.00
Pedernales 109 Renovation CO#4	\$ 830.00
Holland/Moore West Campus Side Walk–Contractor	\$426,940.11
Holland/Moore West Campus Side Walk–CO#1	\$ 2,655.04
Holland/Moore West Campus Side Walk–Engineer CO#1	
Running Track Repair – Engineering/Surveying	\$ 11,401.50
RF Mitte 1 <sup>st</sup> Floor CNC Machine Rm 1211 CO#1	\$ 604.41
Centennial Hall Suite 201 – Contractor	\$ 56,822.49
Centennial Hall Suite 201 – Contractor CO#1	\$ 5,059.80
Jowers A208/A214 Renovation – Contractor CO#1	\$ 1,152.91
Jowers ADA Bathroom Upgrades – Environ. Consult.	\$ 440.00
Jowers ADA Bathroom Upgrades – Custodial	\$ 369.20
Derrick Hall 236 Computer Science – Contractor	\$ 23,031.12
Derrick Hall 236 Computer Science – Furniture	\$ 8,719.20
Derrick Hall 236 Computer Science – Custodial	\$ 148.75
Evans Liberal Arts Rm 370	\$ 57.00
JCK Equity & Access/Registrar/Mkting – Move Services	\$ 2,200.00
JCK Equity & Access/Registrar/Mkting – CO#1	\$ 2,023.61
JCK Equity & Access – Contractor	\$ 928.00
JCK E&A Graduate College Moves	\$ 3,842.34
JCK E&A Graduate College Signs	\$ 786.57
Athletics – Gate #8 Ticket Booth – Contractor	\$ 20,841.63
Family Consumer Science 132 Reno – Contractor	\$140,968.59
Family Consumer Science 132 Reno – Contractor CO#1	\$ 3,250.27
Education 4005, 4007, 4008, 4009, 4039 – Contractor	\$ 7,889.63
Anthropology RR-12 – Portable toilet	\$ 12,000.00
Anthropology RR-12 – Portable toilet – CO#1	\$ 30,400.00
JCK VPUA 320 Reno – Contractor	\$ 2,153.99
Jowers HHP Temp Office – Furniture	\$ 34,874.21
Jowers HHP Temp Office – Mobile Offices	\$ 137,072.78
Jowers HHP Temp Offices – Construction	\$ 11,851.39
Jowers HHP Temp Office – Contractor CO#1	\$ 16,559.21
Jowers HHP Temp Offices – Tree Pruning	\$ 5,100.00
Jowers HHP Temp Offices – Signage	\$ 257.75
Alkek SLAC 411 Reno – Contractor	\$ 1,783.19
Alkek SLAC 411 Reno – Furniture	\$ 3,068.48
Alkek SLAC 411 Reno – Furniture	\$ 339.00
Alkek SLAC 411 Reno – Furniture	\$ 1,800.00
Alkek SLAC 411 Reno – Furniture	\$ 9,736.25
AG Building 225A Reno – Contractor	\$ 195,473.95
AG Building 225A Reno – Environ. Consult.	\$ 3,000.00
AG Building 225A Reno – Environ. Consult CO#1	\$ 1,850.00
AG Building 225A Reno – Demo/Abatement	\$ 3,272.50
AG Building 225A Reno – Demo/Abatement CO#1	\$ 2,144.00
AG Building 225A	\$ 78.04

FAB 260 Replace Fume Hoods	\$134,550.88
FAB 260 Replace Fume Hoods – CO#1	\$ 7,965.95
FAB 260 Replace Fume Hoods – CO#2	\$ 16,134.14
Evans Liberal Arts – Geo Display Cabinets	\$ 3,869.31
Evans Liberal Arts – Geo Display Cabinets – Contractor	\$ 2,758.36
Evans Liberal Arts – Geo Display Cabinets	\$ 116.66
JC Mitte 1112 & 1113 Cabinets – Contractor	\$ 5,706.35
UAC 142 Training Room Reno	\$ 10,432.82
UAC 142 Training Room Reno	\$ 1,666.34
Colorado Bldg Storage Rm 108 – Environ. Consult.	\$ 1,615.00
Colorado Bldg Storage Rm 108 – Abatement	\$ 4,950.00
Colorado Bldg Storage Rm 108 – Contractor	\$ 50,381.00
Colorado Bldg Storage Rm 108 – Moving Services	\$ 1,039.92
ASBN Swipe Card 450 – Door Access Components	\$ 2,116.05
Old Main Fine Arts Advising Ctr – MEP	\$ 4,200.00
Old Main Fine Arts Advising Ctr – Environ. Consult.	\$ 855.00
Old Main Fine Arts Advising Ctr – File System	\$ 8,678.79
Old Main Fine Arts Advising Ctr – Furniture	\$ 85,420.95
Old Main Fine Arts Advising Ctr – Signage	\$ 3,772.94
Old Main Fine Arts Advising Ctr – Off Site Records Stor.	\$ 150.00
Old Main Fine Arts Advising Ctr – Furniture	\$ 90,184.50
Old Main Fine Arts Advising Ctr – Contractor	\$167,643.29
Old Main Fine Arts Advising Ctr – CO#1	\$ 18,381.38
Old Main Fine Arts Advising Ctr – CO#2	\$ 9,348.05
Old Main Fine Arts Advising Ctr – CO#3	\$ 6,682.13
Salt Grass Flood Repairs – Contractor	\$119,404.88
Evans Liberal Arts 319 Flooring – Abatement	\$ 600.00
Evans Liberal Arts 319 Flooring	\$ 850.56
Alkek Teaching Theater 250 Cat Walk – Engineering	\$ 4,197.72
Alkek Teaching Theater 250 Cat Walk	\$ 41,987.32
Smith House Annex 111 Reno – Contractor	\$ 6,598.27
Round Rock Restroom Door/Storage – Contractor	\$143,719.91
Freeman Aquatic 110 – Abatement	\$ 250.00
Freeman Aquatic 110 & 104 – Asbestos Removal Fee	\$ 57.00
Chemistry Bldg – Canopy Build out – Architect	\$ 11,000.00
Chemistry Bldg – Canopy Build Out – Architect	\$ 20.01
RF Mitte 2233/2234 – Contractor	\$ 15,489.75
RF Mitte 2233/2234 – CO#1	\$ 890.63
RF Mitte 2233/2234 – Lab Furniture	\$ 4,171.38
Fire Station Studio – Environ. Consult.	\$ 762.00
RF Mitte 5229 Server Room – Cabling	\$ 88,750.00
RF Mitte 5229 Server Room – Cabling CO#1	\$ 6,150.00
RF Mitte 5200 Media Room – Trophy Cases	\$ 3,296.69
RF Mitte 5200 Media Room – Trophy Cases CO#1	\$ 226.74
RF Mitte 5200 Media Room – Contractor	\$ 5,551.71
RF Mitte 5200 Media Room – Furniture	\$ 1,116.73

Evans Liberal Arts 319 – Asbestos Disposal Fees	\$ 57.00
LBJ Student Center 5-9.2 Hallway – Contractor	\$ 61,623.24
Flowers Hall 376 – Contractor	\$ 738.59
AG Bldg Marker Board Hanging – Contractor	\$ 1,247.80
FPDC Golf Cart Structure	\$ 15,642.65
Evan Liberal Arts 386 – Flooring	\$ 2,608.40
Sewell Park Outdoor Center Flood Damage – Contractor	\$ 92,829.98
CDC Classroom 113 Sink/Counter Project	\$ 1,055.00
CDC Classroom 113 Sink/Counter Project	\$ 300.00
CDC Classroom 113 Sink – Contractor	\$ 17,096.37
CDC Classroom 113 Sink/Counter Project – Fees	\$ 57.00
Sewell Park Volleyball Court Flood Damage – Contractor	\$ 32,704.19
RF Mitte Graduate Student Office – Contractor	\$ 11,322.35
RF Mitte Graduate Student Office Area Reno	\$ 17,068.16
RF Mitte Graduate Student Area	\$ 2,627.76
JCK 540 Reno – Contractor	\$ 13,009.08
Salt Grass Deferred Maintenance	\$ 9,100.00
Salt Grass Deferred Maintenance – Engineering Study	\$ 8,900.00
FPDC Annex Door View Lites – Contractor	\$ 2,222.05
FPDC Main Office Reno – Contractor	\$ 11,132.57
Jackson Hall Study Room Abatement – Environ. Consult.	\$ 942.00
Butler Sterry Hall Chilled Water – Environ. Consult.	\$ 1,896.00
Sterry Hall Bedroom Painting – Environ. Consult.	\$ 17,350.00
Centennial Hall 202/203 – Contractor	\$ 61,081.80
JCK 883 Renovation – Furniture (884)	\$ 754.79
JCK 883 Renovation – Furniture (883, 883A, 886, 887)	\$ 25,290.88
JCK 883 Renovation – Furniture (883, 884, 889, 890)	\$ 22,124.57
JCK 883 Renovation – Furniture (885, 888)	\$ 14,472.77
Alkek ITS AVP Suite – Furniture	\$ 39,190.49
UAC 136 Renovation – Furniture	\$ 997.44
UAC 159 Renovation – Contractor	
UAC 159 Renovation – Furniture	\$ 997.44
Adamson Bldg Army ROTC Reno – Outdoor Furniture	\$ 9,841.28
Adamson Bldg Army ROTC Reno – Furniture	\$ 7,617.44
Adamson Bldg Army ROTC Reno – Contractor	\$ 73,494.98
Adamson Bldg Army ROTC – Demo & Abatement	\$ 1,800.00
West Maint. Warehouse Storage Yard Project	\$ 16,937.03
Performing Arts 310 Reno – Contractor	\$ 2,875.67
Derrick Hall 301/301F Reno – Contractor	\$ 34,200.06
Derrick Hall 301/301F Reno – Demo & Abatement	\$ 2,554.00
Derrick Hall 301/d01F Reno – Demo – CO#1	\$ 2,085.00
JCK 942 VPIT Office – Furniture	\$ 14,901.66
JCK 942 VPIT Office – Contractor	\$ 7,281.28
ADA Project – ASBS West Entrance – Contractor	\$ 4,991.88
ADA Project – ASBS West Entrance – Access Devices	\$ 10,489.02
RF Mitte Lobby Fountain	\$ 8,370.00

Nueces 262/264/266 Reno – Contractor	\$ 5,493.48
RF Mitte 2240 – Signage	\$ 1,015.31
McCoy Business 323 Tech & Screen – Contractor	\$ 2,871.22
McCoy Business 323 Tech & Screen – Contractor CO#1	\$ 2,366.71
McCoy Business 323 Tech & Screen – Contractor CO#2	\$ 1,870.72
UAC 148 Reno – Contractor	\$ 572.50
Flowers Hall Colonnade Repairs	\$ 4,973.24
Athletics Running Track Drainage – Contractor	\$ 20,911.18
Nueces 270 Emergency Display	\$ 295.72
RF Mitte – Classroom Door Swipe – Contractor	\$ 2,482.37
JCK 480 Departmental Signage	\$ 1,116.00
MCS 364 and 365 Window Shades – Window Treatments	\$ 932.00
AG Pavillion Compost Unit – Contractor	\$ 10,981.64
Commons G14C	\$ 989.20
Round Rock Parking Services Gate – Contractor	\$ 54,772.00
Student Rec Center 228 Reno – Contractor	\$ 29,185.06
Centennial Hall 157 – Contractor	\$ 4,690.48
JCK 920 and 922 Renovation – Contractor	\$ 16,406.13
Bobcat Stadium Pavilion Renovation – Contractor	\$ 4,148.50
Band Practice Field & Storage – Storage Containers	\$ 3,440.00
Band Practice Field & Storage – Geotech Serv	\$ 5,167.00
Band Practice Field & Storage – Moving Company	\$ 1,696.50
Meadows Center Main Parking Lot Repairs – Contractor	\$ 32,131.08
Round Rock Avery Bldg – Carpet Tiles	\$ 4,318.83
Education Department – Furniture	\$ 5,732.80
JCK 1015 – Furniture	\$ 3,996.73
LBJ Student Center 5-4.18 – Contractor	\$ 7,030.82
LBJ Student Center 5-4.18 – Furniture	\$ 5,693.60
Freeman Ranch Multi-Purpose Lab – Contractor	\$ 7,180.52
Loop 82 Project – Irrigation Relocate	\$ 17,568.02
Loop 82 Project – Signage for Meadows Center	\$ 2,985.00
Strahan – Air Handler Replacement	\$172,220.00
Alkek Basement Mechanical Room – MEP	\$ 7,440.00
Alkek Basement Mechanical Room – Remediation	\$ 36,241.08
Alkek Library – Mold Remediation Disposal Fee	\$ 103.00
STAR One Expansion – Locks and Installation	\$ 3,697.15
Various projects – Asbestos/Demo Notification Fee	\$ 3,329.00
Strahan Coliseum Athletic Storage Reimbursable	\$ 600.00
Holland/Moore St. Sidewalk	\$ 693.00
Bobcat Stadium End Zone – Lockers	\$345,550.00
Bobcat Stadium End Zone – Lockers CO#1	\$ 2,250.00
Comal Bldg 101 Door Installation – Contractor	\$ 1,764.86

**Number and list of new ADA modification projects completed:** 8 projects costing \$1.2 million. These include:

Derrick Hall Mezzanine 3 <sup>rd</sup> Floor Restrooms	\$ 37,798.18
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Jowers ADA Bathroom Upgrade	\$ 42,727.92
Round Rock Restroom Door/Storage Project	\$143,778.91
ASBS West Entrance ADA Project	\$ 17,480.90
Supple Science Building Signage Project (Fac. Ops.)	\$ 58,473.03
Alkek Teaching Theatre Renovation Project	\$ 9,572.81
Concho Green Drainage Project	\$ 2,465.78
Old Main/Trinity KTSW Project	\$931,004.00

**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

<b>Number and list of capital projects completed:</b> 7 projects. These include:	
Electrical Infrastructure Upgrades	\$11.3 million
Bobcat Trail Upgrades (electrical infrastructure)	\$ 5.5 million
JC Mitte/Sabinal	\$ 9.5 million
Jones Dining Hall Renovations	\$18.6 million
Moore Street Housing	\$59.8 million
RF Mitte (delegated classroom projects)	\$ 2.3 million
STAR One Expansion	\$ 8.0 million
<b>Total cost of capital projects completed:</b> \$115 million	
<b>Number and list of property acquisitions:</b> 5 acquisitions. These include:	
1921 Old RR12 – 13.58 acres with 12,000 sq ft. commercial building	
Vista Street – 0.60 acres	
Fire Department Parking Lot on Hutchison Street – 0.269 acres	
1901 Old RR12 – 8.26 acres	
ROW exchange with City of San Marcos to clarify boundaries	
<b>Number and list of new “gray to green” projects completed per the Campus Master Plan:</b> Bobcat Trail Mall Redevelopment was partial gray to green project	

**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 percent or above for classrooms
- Student station occupancy in class labs is 75 percent or above for class labs

**Total hours of classroom type activity taught anywhere on campus divided by total number of classrooms must equal or exceed 45 hours per week: 46 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: 48 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: 40 hours per week**

**Total number of weekly minutes taught in class labs divided by 50 minutes and divided by total number of class labs must equal or exceed 25 hours per week: 38 hours per week**

**Student station occupancy in classrooms is 65 percent or above for classrooms: 72 percent**

**Student station occupancy in class labs is 75 percent or above for class labs: 80 percent**

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

### Key Performance Indicators:

- Examples of major new internal professional development workshops offered at main campus and Round Rock campus
- Examples of major new internal faculty development sessions offered
- Total number of faculty served through internal faculty development sessions

- Total number of staff served through internal professional development sessions
- Examples of external faculty development opportunities attended by faculty
- Examples of external professional development opportunities attended by staff
- Number of faculty developmental and supplemental leaves awarded

**Examples of major new internal professional development workshops offered at main campus and Round Rock campus and number of faculty and staff served:**

- Finance and Support Services offered the following new professional development workshops through the Office of Human Resources (181 faculty attendees and 3,982 staff attendees): Health and Wellness Lunch and Learn [main campus and Round Rock] (15); various topics including student success, social media, assessment, Title IX [main campus and Round Rock] (7); Research Coordinators Training Series [main campus only] (7); Survival Sign Language Series [main campus only] (6); Financial Education Series [main campus only] (4); New Employee Welcome Program [main campus only] (first morning of employment and monthly program revision began in May).
- Through electronic course fees, the associate vice president for Academic Affairs supported on-campus Quality Matters training, “Designing Your Online Course” and “Improving Your Online Course” for 23 faculty and staff in spring 2016.
- The Round Rock Campus offered the following internal professional development workshops, with 119 overall attendees: Administrative Operating Guidelines Training (8 attendees); Bleeding Control for the Injured (B-Con) (12 attendees); Breaking the Ice (3 attendees); Campus Collaboration (6 attendees); Economics Driving Healthcare (4 attendees); Effective Interview Techniques (7 attendees); Financial Planning I (12 attendees); Financial Planning II (9 attendees); Get Connected (3 attendees); Happiness Heroes (6 attendees); HR Operating Guidelines Training (10 attendees); MS Outlook 2016 Tips and Tricks Training (5 attendees); MS PowerPoint 2016 Training (3 attendees); Sex Education and Teen Pregnancy Prevention (1 attendee); Sleepless in Round Rock: The Impact of Sleep Disorders (2 attendees); Study Abroad in Spain (10 attendees); Taking Action for Health (3 attendees); Thesis Writing (1 attendee); and Tomas Rivera's Migrant Roots (14 attendees).

**Examples of major new internal faculty development sessions offered and number of faculty and staff served:** Despite short staffing and turnover, a variety of new topics and presentations were added to the programming for faculty development. Faculty Development webinars were added to reach faculty in Round Rock as well as more non-tenure-track faculty. A four-video series was produced and made available online to reach a wider audience. A concerted effort was made to add more Faculty Development programming on topics related to developing research skills.

- In the College of Health Professions, the Department of Communication Disorders offered the 2016 Spring Research Colloquium by Dr. Jose Centeno, “The Impact of Conversational Sociocognitive Routines on the Expressive Language Profiles of Individuals with Aphasia.” Communication Disorders faculty, Dr. Farzan Irani, presented a session for Instructional Technologies Support titled, “Faculty Showcase – Evaluating Student Performance Using Video and ePortfolio” for the university community. In addition, the St. David’s School of Nursing had two faculty development sessions with an external presenter. Nineteen faculty attended the sessions on building a scholarly collaborative within the School of Nursing, and expanding the scholarship of teaching. A simulation and role playing conference was held in the School of Nursing with about 50 participants, including some from foreign countries.
- In the College of Liberal Arts, Philosophy initiated monthly faculty workshops on teaching and research, while the English Writing Center offered pedagogical support for writing faculty.
- The Department of Mathematics, in the College of Science and Engineering, hosted a series of grant supported brown bag lunches attended by faculty within the department who teach Calculus and by faculty within the College who teach courses that require Calculus as a prerequisite (approximately 15-25 attendees). Discussions were focused on improvement of teaching and course content.

**Examples of external faculty development opportunities attended by faculty:**

- 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; Dr. Bob Davis, CIS & QM, at Total Quality Logistics and Trendmaker Homes.
- In the College of Education, five Adult Education faculty participated in professional development in online education with a consultant from their field (funded by CLAS and hosted on campus).
- Faculty in the College of Fine Arts and Communication participated in several external faculty development opportunities: two MFA faculty members took online Quality Matters “Improve your Online Teaching” course; five MFA faculty attended DeL conference in London that enhances online teaching and learning; and three MFA faculty attended DeL conference in New York that enhances online teaching and learning.
- Ten full-time faculty members in the Department of Communication Disorders attended at least one state or national convention/conference/training (Texas

Speech-Language-Hearing Association Convention, American Speech-Language Hearing Convention, Council for Academic Programs in Communication Sciences and Disorders Annual Conference) that was supported by the department to earn continuing education units.

- In the College of Science and Engineering, two Chemistry/Biochemistry faculty, Sean Kerwin and Karen Lewis, traveled to Milwaukee, Wisconsin, to participate in a 3D workshop hosted by the Center for BioMolecular Modeling at the Milwaukee School of Engineering. Sean Kerwin also attended an Active Learning in Chemistry workshop sponsored by a NSF-sponsored program, Chemistry Collaborations, Workshops and Communities of Scholars. Karen Lewis also attended a curriculum development workshop hosted by ASBMB at UT Southwestern.

**Examples of external professional development opportunities attended by staff:**

- Round Rock Campus staff attended the following external professional development opportunities: Agile Lean Project Management (1 attendee); Agile Project Management (1 attendee); Agile Scrum Project Management (1 attendee); Agile XP Project Management (1 attendee); Creating the Project Schedule (1 attendee); Data Analysis (1 attendee); Developing Your Campus Distance Learning Strategy (1 attendee); Financially Sustainable Academic Program Development (1 attendee); Jeff Novak - Leadership Traits (1 attendee); Latinos, Criminal Justice and Diversity in the 21st Century (1 attendee); Leadership Institute Workshop (1 attendee); Leading with Emotional Intelligence (2 attendees); Monitoring & Controlling Projects (1 attendee); NaBITA Conference (1 attendee); Nacada (1 attendee); Open Meetings Act (1 attendee); Pre-Health Training (Pre-Professional Programs) (2 attendees); Project Cost Management (1 attendee); Public Information Act (1 attendee); Round Rock Chamber of Commerce Project Status (1 attendee); Round Rock Chamber of Commerce Update on WilCo Infrastructure (2 attendees); and Service to School Webinar (1 attendee).
- Seven McCoy College academic advisors attended the University of Texas-San Antonio Academic Advising Conference.
- In the Finance and Support Services division, staff in the Office of Facilities Planning, Design and Construction attended classes/workshops on: Texas Accessibility Standards; Controlling Construction Costs; AIA – Owner Architect Change Orders; Smart Design in Higher Education; Common Mistakes in Accessibility Design; Exterior Building Sealants and Coatings; Erosion and Sediment Controls; Asbestos Planning and Management; Green Building Construction; Urban Design Planning; Energy Code Changes Affecting Construction; Cost Control and Auditing in Construction; Texas Public Procurement Seminar; Utility Master Planning and its Role in the Campus Planning Process; Designing for a Millennial Residence Hall; Path to Sustainability and Safety; Recreating Underperforming Buildings into Centers for Success; Barrier Free Campus, Below Grade Waterproofing and Drainage; Terrazzo Restoration; Designing Barrier-Free Restrooms; and Designing Better

Masonry Walls. Staff in the FSS Planning Office attended the Association for University Real Estate Officers conference and the Texas College and University Facilities Professionals conference.

**Number of faculty developmental and supplemental leaves awarded:**

- In the College of Science and Engineering, two Computer Science faculty members were on developmental leave, visiting top-tier universities and research laboratories in US, UK, and Australia. Two faculty members in Mathematics were awarded developmental leave. In the School of Engineering, Dr. Maggie Chen was awarded a full-year developmental leave. Also, two development leaves were granted to Chemistry/Biochemistry faculty.
- The Finance and Support Services division reports seven staff members were recipients of the Staff Educational Development Leave Program for a total of 63 credit hours. Additionally, 174 employees received reimbursement for satisfactory completion of 953 Texas State credit hours.

**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

**Examples of new web-based courses offered compared to prior year:**

Instructional Technologies Support supported 58 new courses.

- In McCoy College, the redesign of CIS 3317 for hybrid/online delivery was completed and the course was offered in the new format in spring 2016.
- In the College of Education, a postdoctoral appointment was funded by Dr. Thorne to support Adult Education's development of an online program. Adult Education also began the design and implementation of new fully online course delivery; two graduate courses offered online during this reporting period.
- Clinical Laboratory Science Program, in the College of Health Professions, offered CLS 4340, Clinical Microbiology II, as a hybrid course in spring 2016 for the first time. The Department of Communication Disorders, in order to accommodate second-year students that are off campus, prepared a new online course, 5334 Articulation and Phonological Disorders: Assessment and Intervention. This course allows those that are completing practicum at a far distance to reduce the number of days they have to come to classes for evening courses as well as allow a way to integrate more technology without

decreasing the quality of the course.

- The College of Liberal Arts reports that Biological Anthropology, English-Technical Communication, and Philosophy-Ethics and Dementia are now offered in a hybrid version. Political Science also has six graduate courses offered for the first time online to serve the MA Social Studies Teacher's Emphasis. Sociology added three new online courses, including Sports and Leisure, Seminar in Advanced Data Applications, and Theoretical Perspectives in Aging and Dementia. The Center for Diversity and Gender Studies has a new online course, Introduction to Global Diversity Issues.

**Number of faculty completing distance education training:** 106 faculty completed training from September 2015 to August 2016. Regarding ITS Distance Education Training, 64 faculty completed the Foundations of/Advanced Online Course Design and Development courses.

**List and dollar amount of new resources provided to support distance learning:** Information Technologies Services received three new positions totaling \$130,000. The associate vice president for Academic Affairs provided \$29,025 for course releases to faculty developing new online and hybrid courses; committed \$59,272.08 in permanent funding for digital video specialist in Instructional Technologies Support in addition to the \$196,680.32 in the permanent budget provided for an instructional designer and two online course developers; \$14,552 in various institutional memberships to organizations that provide distance learning resources; \$12,076 in travel and professional development funds; and paid \$19,900 in training stipends to faculty for completion of ITS training; and \$3,279.38 in electronic course fees used for Quality Matters on campus training for 24 faculty.

- In the College of Applied Arts, FCS developed a collaborative classroom (SFCS 132) - \$300,000 renovation.

**List and dollar amount of new resources provided to support technology in the teaching and learning process:** Electronic course fees totaling \$2,147,736 was transferred to academic departments in FY 2016

- In the College of Health Professions, the Radiation Therapy Program purchased a virtual reality radiation therapy educational system as an upgrade to the treatment planning lab and classroom. Total value is \$175,755. A development faculty position was funded to ensure effective curriculum integration for nine months, at a cost of \$28,947.
- The School of Engineering, in the College of Science and Engineering, had over \$600,000 in expenditures over the last two years to support integration of various technologies directly into the classroom, including networked systems, extensive computing and software facilities, and additional lab infrastructure and systems to support the MS in Engineering program and undergraduate programs.

**Number and list of current excellence in online teaching awards:** The

associate vice president for Academic Affairs awarded the third annual ITS Award for Excellence in Online Teaching to three faculty recipients: \$2,500 to winner (Stephanie Dailey) and \$1,500 each to two runners-up (Cindy Royal and Hannah Thornton).

- In the College of Applied Arts, Hanna Thorton in Family and Consumer Sciences was runner-up for an online teaching award. Omar Lopez in OWLS received an online teaching award.
- The College of Fine Arts and Communication’s Stephanie Dailey from Communication Studies received the 2016 Online Teaching Excellence Award.
- The St. David’s School of Nursing, in the College of Health Professions, had one faculty who received the excellence in online teaching award.

**5.9 Reduce deferred maintenance in existing facilities.**

**Key Performance Indicators:**

- List and total cost of deferred maintenance projects completed

**List and total cost of deferred maintenance projects completed:** Facilities completed a total of 11 deferred maintenance projects with a total value of \$5.9 million. These include:

MCSB, HVAC Upgrade	\$956,843.00
Alkek, Teaching Theatre Renovations	\$910,000.00
Chemistry, Lab Countertop Replacement	\$695,000.00
Freeman Aquatic Biology, HVAC Upgrade	\$687,613.00
Derrick Hall, HVAC Upgrade Phase 2	\$674,723.00
RF Mitte, Ingram School of Engineering Suite Renovation	\$535,000.00
Music, HVAC Upgrade	\$400,679.00
Centennial, Fire Alarm & Sprinkler Upgrades	\$368,314.00
RF Mitte, Cylinder Storage Replacement	\$300,000.00
UEC, AHU 11 Replacement	\$190,941.00
Commons Testing Center, Repairs	\$188,398.00

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

**Key Performance Indicators:**

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

**Number and list of major process improvements made to address specific SACSCOC standards:** The SACSCOC Fifth-Year Interim Report including narratives for 21 standards and a QEP Impact Report were finalized and submitted for SACSCOC review. Policies, practices, and documentation for each

were thoroughly reviewed and revised as appropriate.

**Number of IE Council meetings held and level of participation:** The IE Council met in October and addressed a full agenda. Nineteen members were in attendance with nine members absent.

**Number of disseminations of SACSCOC-related information:** Regular updates on SACSCOC-related information were provided to the Council of Chairs and the President's Cabinet. Emails were sent to all faculty, academic program coordinators, chairs and deans providing updates on requirements and practices.

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

##### **Key Performance Indicators:**

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

##### **Number and list of alumni and new external constituent (parents, families, businesses) outreach activities:**

- The University Advancement Division held several outreach activities including: Alumni Association Annual Members Meeting and Reception; Basketball Event (connected to Visioning Session); UT Arlington Basketball Reception; and the SXSW Innovation Lab.
- In the Honors College, the second Chautauqua Alumni and Friends dinner took place on February 20, 2016. Six Hispanic alumni participated in a panel for students held the week of the event with three of those attending from out of town. All of these alumni were chosen based on their continued graduate school work after completing their Honors College participation. Attendance at the event was 37 which is a success considering the event was cancelled the

year before due to lack of interest.

- In the College of Health Professions, the Department of Communication Disorders launched a web-based form that would allow alumni to reconnect with the department and submit their contact information. The Department of Health Information Management invites alumni to a Texas State Health Information Management Alumni reception during the state convention. Approximately 45 guests attended this year. St. David's School of Nursing alumni who were inducted into the School of Nursing Honor Society were invited to join the new STTI chapter, with eight students accepted the invitation and returned for the chapter award ceremony. Two alumni have also agreed to serve on an advisory board for the School of Nursing.
- The Liberal Arts College added new members to the College Advisory Board. Similarly, English's Donor and Alumni Advisory Council developed plans to improve communication between department and alumni and to bring alumni to campus to speak to students. In Geography, alumni served on panels at the Alumni Reunion and Student Celebration. History had an alumnus serve as speaker for the Phi Alpha Theta banquet and had alumni visit HIST 5371 class as guest experts. Philosophy sent its first e-newsletter to alumni and held its first crowdfunding effort to support Philosophy and Dance symposium.
- In the College of Science and Engineering, the Department of Mathematics published a newsletter that was sent to alumni and external constituents for which contact information was available. In addition to providing information regarding departmental activities, information on how to donate to the university was included. The School of Engineering held two Senior Design Days which was attended by many alumni. Several Senior Design projects were sponsored by alumni-owned businesses and/or involved alumni as project technical advisors.

**Total annual value of alumni and external constituent contributions:**

\$26,446,929 in new cash and commitments for FY 2016.

- 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 210 supporters.

**Number and percent of alumni donating to Texas State:** 6,087 alumni who obtained their undergraduate degree from Texas State contributed to the university in FY 2016, making up 4.3 percent of all alumni.

**Number and percentage of alumni who have graduated in the last five years that donate to Texas State:** 2,126 alumni graduating between AY 2010-2011 and AY 2014-2015 give to Texas State, constituting 8.8 percent of all recent graduates.

**Number of alumni volunteering their time on behalf of Texas State (e.g., board participation, Chapter leadership, guest speakers, faculty, advisory boards, judges, research):** 1,159 individuals volunteered time during the AY

2015-2016 through service on a university board, council, or alumni chapter.

- In the College of Science and Engineering, Computer Science engaged its alumni in the external review of the CS Ph.D. program proposal and the REU Poster Day event.

**List of new student and alumni collaboration efforts (e.g., conferences, mentoring):** Boko Banks was a new philanthropy effort targeted at students. Over 870 “piggy bank style” banks were distributed to students, faculty and staff to raise dollars for emergency grants for students. Total collected was \$583.

- In the College of Applied Arts, Agriculture developed and executed the first Small Producer Stakeholder meeting on campus.
- The Department of Physical Therapy, in the College of Health Professions, had 10 alumni guest lecturers in classes; 15 alumni assisted with interviews for the class entering in 2016; over 50 alumni served as clinical instructors in clinical facilities where students are placed. The St. David’s School of Nursing had six alumni return in spring 2016 for a panel discussion about life after nursing school.
- In the College of Liberal Arts, Political Science hosted an alumni panel for undergraduate students in political science and public administration. The MA in Legal Studies and MPA programs invited alumni to speak to current students and to advise the program. The Political Science Department also hosted distinguished alumni Ambassador Oliver del Cid and Judge Nelva Gonzales Ramos, as well as Judge David Gaultney, to meet with undergraduate and graduate students in political science and public administration.

**Number and list of recognized alumni achievements:** The Alumni Association presented the Distinguished Alumni Award to six Texas State graduates. The honorees were: Ms. Susan Angell-Gonzalez; Ms. Mary Rose Brown; Ambassador Oliver del Cid; Ms. Beth Guastella; Mr. Rod C. Keller, Jr.; and The Honorable Nelva Gonzales Ramos.

- The College of Fine Arts and Communication reports that Shawn Turner from Communication Studies was presented with the College’s first Outstanding Alumni Award. In Theatre, Edi Patterson was given the College’s Outstanding Alumni Award.
- In the College of Liberal Arts, Psychology received notification that Donna Fox was designated as a University Hero, a first for the department.

**Number of events and total participation at Alumni Association sponsored and co-sponsored events:** The Alumni Association sponsored and co-sponsored 34 events with 4,983 attendees recorded.

**Number of recognized alumni chapters, number of alumni chapter hosted events, and annual participation at these events:** 18 recognized alumni chapters with 38 events and 1,047 attendees recorded.

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

**Key Performance Indicators:**

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

**Number and list of library assessment activities:** Collection analyses for 5-year academic program reviews completed for: Art & Design, Business Administration, Family and Consumer Sciences, International Studies, Mathematics, Physical Therapy, and Sociology. Collection analyses for new academic proposals included: BA in Dance, MA/MS in Sustainable Studies, and Ph.D. in Computer Science.

**Number and list of library improvements made:**

- Ebsco All-Access Database License – Negotiated a 5-year license to all databases produced by Ebsco, providing access to hundreds of full-text journals and thousands of e-books.
- EndNote – Provided EndNote for all students and employees on Mac and Windows computers to enable researchers to manage references, cite in over 6,000 formats, and share references with collaborators.
- Added key online resources including: Elsevier Environmental Science Journal Backfile; Sago Video: Media, Communication & Cultural Studies; Scopus; and Sage Video: Education.
- Added evidence-based e-book collections focused on social sciences and sciences.
- Added 102 new electronic resources.
- Created digital exhibits on Severo Pérez: the making of “...and the earth did not swallow him;” The national Tour of Texas: Dick Reavis’s 1987 journey across every highway in Texas for *Texas Monthly* magazine.
- Awarded to digitization grants: Rescuing Texas History Newspaper Grant to digitize additional years of *The College Star*, and a TexTreasures Grant to begin digitizing the *San Marcos Daily Record*.
- Added 313 scholarly publications authored by Texas State faculty to the Digital Collections Repository.

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

**Key Performance Indicators:**

- Percent of campus electric usage per square foot increase/decrease compared to prior year

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

**Percent of campus electric usage per square foot increase/decrease**

**compared to prior year:** Decreased by 0.57 percent compared to prior year. Note: Reportable square footage decreased by 0.56 percent, however, student population grew by more than two percent compared to enrollment in FY 2015.

**Percent of campus natural gas consumption per square foot increase/decrease compared to prior year:**

Increased by 3.7 percent. Note: Cost comparisons between natural gas and electricity drive thermal plant operations to take advantage of lower priced commodity. As such, gas consumption shows an increase in usage but cost is lower compared to higher cost of electric driven machines. The same decrease on reportable square footage and increase in student population for electrical consumption applied to our percentages on gas consumption.

**Number and list of awards/recognitions for environmentally responsible practices:** FSS Quarterly Team Award in October 2014 for development and implementation of the MS4 Permit.

**Number and list of new environmentally responsible activities implemented:**

Implementation of Stormwater Management Program in compliance with MS4 Permit mandated by TCEQ; Implementation of subsequent programs within the MS4, including: Education and Outreach Program (program designed to outline education and outreach initiatives and goals for the 5-year permit), Illicit Discharge, Detection and Elimination Program (program designed to outline procedures for identifying illicit discharges to the storm sewer system, eliminating them at their source, and preventing them from occurring again), Construction and Post-Construction Plan for MS4 Compliance (program designed to outline practices for maintaining MS4 compliance from beginning to end of the construction process), Operation and Maintenance Program for Good Housekeeping/Pollution Prevention (program designed to outline industry standard practices for good housekeeping/pollution prevention to apply to municipal-type facilities on campus), and Campus Standards for Turf Management (program designed to identify a campus standard for managing landscape and turf grounds using stormwater-friendly practices); Development of a centralized hotline number manned 24/7 for reporting of spills and illicit discharges that could impact waterways (Illicit Discharge Detection and Elimination Hotline – 512-245-IDDE); Implementation of curb inlet marker installation program – Installed 158 curb inlet markers on storm drains throughout

campus to illustrate that storm drains flow directly to creeks and rivers; and Increased presence of Texas State at the Annual Great Texas River Clean Up, per requirement by SWMP – Boosted public participation from 250 volunteers in 2014 to over 500 in 2015 and over 700 in 2016.

**Number of new activities implemented as a result of external audit findings:**

Spill Prevention, Control and Countermeasures (SPCC) program audit in 2013 resulted in the search for a more reliable and automated online training system (used TRACS previously). Implemented training for SPCC through SAP Portal in spring 2015, added other safety trainings to SAP including IDDE, Hazardous Waste, and Hazard Communication. Updated Safety Hazard Report online availability reporting access to all. Reorganized College of Science Engineering Safety Committee. Online Safety Training.

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

**Key Performance Indicators:**

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

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

- In the Finance and Support Services Division, Student Business Services/ Treasurer worked with IT to develop a .Net application to allow previous students to login and pay past-due balances (previous students lose their ID number access). SBS/Treasurer also redesigned how collections activity was using a previous software, and incorporated it into the current Banner project. Logi was utilized to create many reports to help with office efficiency. Financial Services implemented a new “e-transfer” application which will help university departments to process inter-department transfers digitally. The application also includes e-forms for transfers of surplus equipment to Materials Management and Logistics (MM&L) in order for the surplus equipment to be properly approved, transferred and scheduled for delivery to the distribution center and re-utilized and/or to be disposed of per state regulation. Financial Services also continued to test and modify an application allowing the university to issue direct payment to hotels for approved travel-related expenses in lieu of employees paying and seeking reimbursement. Financial Services modified business processes to better utilize the eNPO module in SAP to replace paper expense reports for certain travel-related expenses. They replaced an inefficient manual process with an efficient transfer process for vendor payments. Areas affected included grant stipend payments, Technology Resources, Human Resources, and Athletics.

- In the Information Technology Division, IT Business Operations established annual electronic billing for telecom service charges using Pinnacle and SAP and bundled long distance into service charge structure.

**Number and list of new and enhanced instructional support activities provided:**

- Instructional Technologies Support instructional support activities included:
  - Enhance Advanced pilot to create online Adult Education Master's degree: first courses ready for launch by the end of summer 2016
  - Planning/coordination with Respiratory Care Dept. during summer 2016 to support development of Master of Respiratory Care online graduate degree
  - Instructional design consultation for ITV faculty scheduled to teach in Alkek 118
  - Instructional design consultation to prepare faculty to use FCS 132 WOW classroom during summer 2016
- Technology Resources instructional support activities included:
  - New music camp portal created to manage registration, TouchNet payments, perpetual carts for later payments, personalized selection of options, and full documentation
  - New application Piper Award. Made significant updates to the portal, including adding and removing format editing, changing questions, updating PDF display, and adding timer for chairs/deans.
  - New Application to process grade change requests, enabling requests to be made and reviewed online.
  - Generated login page interface to the third party tool that enables a student to set up a study time with a tutor in the Writing Center.
  - New application to provision voice mail accounts to university staff and faculty.
  - New application allows Graduate College applicants to see the items on their required items Checklist. If the document is one of the items they can upload in the application, the application accepts the document and copies it to BDMS where it is then marked as complete. The student can check the status of all required documents in the application.
  - New public website that enables people to search database of external funding opportunities for graduate students. Includes back-end database entry module - managed by Graduate College staff.
  - New application to enable graduate program advisors to track students' success in their programs, including the capture and freezing of applicant data.
  - Added Math Camp portal to our online camp registration application. Junior High campers will be able to register and pay for camp online. The admin will also have access to data for metrics.
  - New portal for the McCoy College of Business to have recruits create profiles. This portal shares the Graduate College Recruiter database and the individuals also receive communication from the Graduate College.
  - Created new application for external employers to submit potential home

- football game day workers to UPD for security background checks and for security personnel to check in approved workers on game day.
- New Application to produce the state mandated Small Classes Report and provide and approve work flow for the chairs and deans to enter and approve justification codes for the small classes.
- New application to enable owners of sponsored guest and vendor accounts to reset passwords of those accounts via a module connected to the Online Toolkit
- Upgraded SAP Enterprise Portal systems to version 7.31 providing enhanced services and connectivity.
- Transitioned W-2 retrieval to SAP and away from third-party vendor, ADP
- Implemented SAP Fiori which will allow for greater browser, tablet and mobile phone access with the SAP Portal
- Enterprise Structure, Payroll Schema, Time Schema Change for Department of Labor Compliance with Graduate Assistants
- e-Nepotism Reporting
- Implemented the custom code to mask the user's bank account number and prompt for old account number before changing
- Deployed a single, robust and scalable performance monitoring.
- Completed SharePoint 2013 migration for campus and retired the SharePoint 2007 environment
- Deployed Microsoft RDP to campus for virtually accessing select applications from on or off campus using a wide variety of devices
- Upgraded Lync to Skype for Business and set up Skype federation with TSUS institutions and external entities.
- Report for University Advancement using data from BANNER, SAP and a spreadsheet. This report captures financial activity for Endowed scholarships.

**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

**Total dollar amount raised for the year:** \$26,446,929

**Total dollars raised per strategic fundraising priority area:** Academic Excellence - \$12,817,811; Athletics - \$4,266,366; Facilities - \$7,552,123; Student Programs - \$212,334; and Annual Giving - \$1,598,295

**5.16 Promote a safe and secure environment.**

**Key Performance Indicators:**

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

**Number and list of new safety/security support activities introduced:** The University Police Department deployed “Bobcat Guardian” app, initiated CERT training with three sessions (152 participants), Active Shooter training/presentations with five for Professional Development and ten Civilian Response to Active Shooter (450 participants). Campus Recreation conducted emergency readiness drills for all six major program areas. All areas performed satisfactorily in responding to staged emergencies.

**Increase/decrease in crime statistics:** Texas State had a 4.9 percent decrease in violent crime and a 6.8 percent decrease in property crimes.

**Number of new educational activities related to applicable laws and regulations (e.g., Title IX, Campus Save Act, Violence Against Women Act):** The Office of Equity and Access provided educational activities to 707 faculty and staff members related to faculty and staff Title IX reporting responsibilities. The University Police Department hosted the Citizen Police Academy with 42 participants from the university community.

**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):** 100 percent of deans and vice presidents received policy and procedure statements updated for the academic year.

**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):** 97 percent of all faculty and staff that are required to attend online EEO training during the academic year have completed the training. The Dean of Students Office coordinated trainings for the Student Justice Hearing Board for 30 faculty, staff, and students in January and for 57 faculty, staff, and students in April. The two trainings included two and a half hours of information about law and policy presented by the University Police Department and the Associate General Counsel for The Texas State University System.