Texas State University
2012-2017 University Goals and Initiatives
College of Liberal Arts 2012-2013 Plan Progress

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

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

1.2 Increase number of full-time faculty.

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

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

<table>
<thead>
<tr>
<th>COLLEGE OF LIBERAL ARTS</th>
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<tbody>
<tr>
<td>Renovations of college office area to create two staff offices, a conference room, and a storage area</td>
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<table>
<thead>
<tr>
<th>LIBERAL ARTS ADVISING CENTER</th>
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<tbody>
<tr>
<td>Complete renovation of Liberal Arts Advising Center:</td>
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<tr>
<td>--office space for 9 staff and designated offices for the career services liaison and an intern.</td>
</tr>
<tr>
<td>--renovated lobby/waiting room for up to 15 students.</td>
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<tr>
<td>--informational television in lobby for use in communicating Liberal Arts news, events, and deadlines</td>
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<tr>
<th>ANTH</th>
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<tr>
<td>--New equipment: High resolution computed tomography scanner and 3D white-light laser scanner</td>
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<table>
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<th>ENG</th>
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<tr>
<td>--Writing Center occupied renovated space, with new equipment, in ASB-N</td>
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<tr>
<td>--Renovated space in Flowers Hall occupied, with new equipment: technical communication usability lab, with computers, cameras, and software; stand-up open-computing/printing lab; 2 classrooms; seminar room</td>
</tr>
</tbody>
</table>
--Renovated faculty office space occupied in Lampasas
--2 office in Flowers Hall renovated invFacilities cycle
--4 offices outfitted with new desks

ML
-Upgraded multimedia and video projection equipment in its theatre (CENT G02) and its seminar room (CENT 221)

PHIL
-Complete renovation of Comal Hall planned and now in progress

POSI
--Added state-of-the-art technology to the Moot Courtroom to allow simulations, video-conferencing, and audio and visual recordings.
--Added digital signage capability in computer labs and common areas.

PSY
-Added 493 square feet in research lab space; new space houses sleep/ERP testing room, separate control room, and 3 small behavioral testing areas.

SOC/MCGS
-Renovated 4th floor of UAC to create 40-seat computer center and space for Multicultural and Gender Studies

CIS
-Developed plan for relocation to Derrick Hall

CSSW
--Started renovation of Brazos Hall lobby to accommodate exhibits and receptions
--Completed conversion of Brazos 202 into seminar/conference room with full A/V capabilities.

1.5 Offer academic programs that are nationally and internationally competitive.

ANTH
--Increased number of applicants to MA program (N=125), resulting in 8/1 applicant-to-faculty ratio. Increased number of out-of-state applicants 62% (N=77)
--Developing proposal for PhD program in applied anthropology.

ENG
--Both MA in Literature and MFA in Creative Writing attracted international students, including Fulbright students.
--The MA Rhetoric and Composition extended its national reach through advertising and faculty contacts; more than 10 students represented the program by reading papers at national venues.
--The MFA Creative Writing was ranked by prospective students as 58th nationally. The program advertises nationally and draws from a national applicant pool.
--MA Technical Communication program advertised nationally to increase its visibility and expand number of applications from outside Texas.

GEO
--Geography graduated 10 PhD students during 2012-2013, which was above its strategic goal of 6-8 doctoral graduates per year
--Geography doctoral and master’s students present numerous papers at national conferences.
--Geography placed PhD graduates in nationally competitive tenure-track academic positions

PHIL
--The MA in Applied Philosophy and Ethics is nationally competitive. The department is undertaking special efforts to make the program known to institutions granting BA Philosophy degrees in the subject area and to actively recruit their students.

PSI
--Developing proposal for PhD program in public administration.

PSY
--A new MA in Psychological Research was approved in January 2013. A total of 24 students enrolled in the inaugural class, far exceeding projections.

SOC
--Department is planning a Dementia and Aging Studies Master of Science degree that will be the first of its kind in the US.

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

The following is a summary of some of the collaborative efforts across disciplines undertaken by faculty in the College of Liberal Arts:

ANTH
--Development of an encyclopedia on theory in cultural anthropology
--Continuation of a collaborative project between anthropology and geography on bone scatter due to animal scavenging
New project examining the experiences of people living without health insurance in Hays County, Texas, including how their situations are changing with the implementation of the Affordable Care Act

Project focused on documenting the social and cultural history of Mexican-American cemeteries in central Texas

New collaborative project (with contributions from anthropology, mathematics, and computer science) on use of Sugeno fuzzy integral to make age-at-death estimates

ENG

Collaborative project: faculty from ENG, PSY, and UT-Austin to measure empathetic effects of reading fiction in a normed survey

GEO

Geography laid the groundwork for establishment of a National Center for Geographic Education to be co-hosted by the Grosvenor Center at Texas State and the Association of American Geographers in Washington, DC.

HIST

Hosted “Double Lives of First Ladies” Symposium, which included scholars from Mexico and across campus from Modern Languages.

ML

Sponsored and edited the online journal, Letras Hispanas

PHIL

Worked across disciplines (with Fine Arts and Music) to ensure that the Juilliard student visit included direct participation in the Dialogue Series.

Collaborated with Mass Comm to apply for seed money for a Humanities Center.

Dialogue Series included the assemblies of the interdisciplinary sustainability seminar with direct participation of philosophy faculty and students.

PSY

Collaborated with Engineering and Computer Science in SPARK program, an NSF-funded, 4-year program designed to increase the recruitment and retention of underrepresented students in STEM fields.

POSI

New director appointed for the Center for Research, Public Policy, and Training; Center engaged in discussions that will lead to collaborative research opportunities.

Center co-sponsored (with Carnegie Endowment for International Peace) a conference on energy.
**SOC**


--The department’s Center for Social Inquiry hosted a symposium on “Hill Country Music Scenes: Scholarly and Community Development Approaches,” a collaboration that included a wide range of local and national participants.

--The Center for Social Inquiry concluded a needs assessment study of human services for the City of San Marcos that involved faculty from Sociology, Health Administration, and Social Work.

--The Center for Social Inquiry conducted grant writing workshops for social service agencies, a collaboration involving faculty from Sociology and Social Work.

--Faculty prepared a policy white paper for the Texas Healthcare Trustees, who represent the 200+ members of the Texas Hospital Association.

**MCGS**

--Center director, in collaboration with a wide range of faculty across campus and at other universities, published Integrating Multiculturalism into the Curriculum: From the Liberal Arts to the Sciences, a comprehensive description of and guide to long-term multicultural curricular transformation.

| 1.7 | Provide reasonable start-up funds in order to attract and retain distinguished faculty and to provide the essential equipment to conduct research and attract external grants. |
| ENG | --Approximately $10,000 for hardware, technology, and software to equip the new usability lab; this is start-up for technical writing faculty who will used the equipment to attract external funding. |
| GEO | Start-up for 3 new hires: |
| | --Heiner $5,000 Summer stipend; |
| | --Julian 4,000 Summer stipend; |
| | --Meitzen $5,000 department start-up. |
| PSY | --Deason $11,000 |
| | --Tooley $1,000 |
| | --Hu $1,000 |
| SOC | --Johnson $2,000 (Dementia Studies) |
1.8 Support faculty efforts in international research.

**ANTH**
--Department launched operation ID launched, a project focused on identifying remains of border crossers found in south Texas; involves forensic anthropologists from the US, Mexico, and Guatemala.

**ENG**
--Poet-faculty member traveled to Iceland, Spain, and other international locales to complete a book of poetry and a poetry translation.
--Faculty member’s research in international technical communication brought recognition to department and contributed to an Austin firm’s hiring a program graduate as an international regulatory specialist.
--Faculty member conducted research and interviews in London for a project on England children’s picture books of the 1920s.

**GEO**
Discussions underway for partnership programs with:
--Ecuador’s ESPE for teaching and research initiatives
--Panama’s SENACYT for graduate education
--Costa Rican university for educational partnerships.

**PHIL**
--Faculty member participating in a team of international scholars who received funds from Spain’s Ministry of Economy and Competitiveness to translate philosophical works in Japanese into Spanish.
--Faculty member organized effort among international adjunct professors at the Center for Leadership Ethics in Africa to propose lecture series designed to promote novel thinking about improving leadership in Africa.

**SOC**
--Faculty are working with a scholar from the University of Kassel in Germany) to co-edit The Death and Resurrection of Deviance, to be published by Palgrave Macmillan in 2014. Contributors include scholars from Germany, Italy, England, Sweden and the US.

**CIS**
--The Center for International Studies is working on a collaborative research project in Cambodia and Southeast Asia with Northern Illinois University.

**CSSW**
--The center planning with Bayerische Amerika-Akademie (Bavarian American Academy) to host their study-abroad program at Texas State.
1.9 Maintain Emerging Research University status and pursue the Texas Research Incentive Program (TRIP).

ANTH
--Thomas E. Miller gift to Dr. Stephen Black for Ancient Southwest Texas Project: $330,000 submitted for TRIP match
--Gault School donation of $100,000 to the Gault Project received TRIP match

ENG
--Rose Fellowships gift of $320,000 received TRIP match

CIS
--Gunnarson Scholarship for Faculty/Student research: $100,000 submitted for TRIP match

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

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

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

ENG
--Department expanded the MFA program’s Marshall Scholars program to four students; program engages Lockhart ISD students and Lockhart community with university.
--English planned and developed new internship program for undergraduates designed to engage students in working with regional businesses and organizations.

HIST
--Public History students assisted staff and volunteers in creating exhibits and processing materials at the Calaboose and El Centro Museums in San Marcos and Sebastapol House in Seguin.

PHIL
--Outreach project at San Marcos Public Library increased number of dialogues conducted in the community, several with special guest speakers.
--Community was invited to attend activities planned by the National
Endowment for the Humanities Distinguished Teaching Professorship to promote the humanities and the study of religion

**POSI**
--Department offered service courses for existing PhD programs that involved research into community needs (POSI 7320 and 7330).
--Faculty member participated in Overseas Vote Foundation Summit and was subsequently appointed by the US President to serve on board.

**SOC**
--See section 1.6, above: Department’s Center for Social Inquiry conducted a needs assessment study of human services for the City of San Marcos.

**CSSW**
--Conducted pilot summer program with area at risk high-school youth: Mi Cultura/Mi Comunidad.

**MCGS**
--Hosted Texas Chapter of the National Association for Multicultural Education

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

### 2.4 Internationalize the curriculum.

**ANTH**
--Established a student exchange with Canterbury Christ Church University
--In process of establishing a student/faculty exchange with Exeter University

**ENG**
--Department’s curriculum is one of the most extensively internationalized at the university; faculty continued in the past year to further expand the international emphases of course offerings.
--Texas State-Leibniz University (Hannover, Germany) Exchange Program

**HIST**
--Created the following new courses with international emphases:
  4318S Britain and the World;
  4350R Work and Workers in the Arab World;
  4350S Piracy Through the Ages;
  5324D Latin American Historiography;
  5325D Mexico Since the Revolution;
  5375I Heritage in a Global Context.

**ML**
Virtually all courses in Modern Languages are international in scope, thereby contributing substantially to internationalization of university curriculum.

**SOC**
--Added SOCI 3330 Globalization and Development

**CIS**
--Began to phase in required study abroad component for all IS majors.  
--Revised course sequencing so that IS students are required to start foreign language courses in their first semester.

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

**Study Abroad Programs Sponsored by the College of Liberal Arts:**

**ANTH**
--England, Dr. R. Jon McGee (with faculty from anthropology, sociology, and social work)  
--Ethiopia, Dr. Augustine Agwuele  
--Belize, Dr. Christina Conlee and Dr. Elizabeth Erhart  
--Belize, Dr. James Garber

**ENG**
--Ireland, Mr. Steve Wilson and Dr. Nancy Wilson  
--In preparation: Iceland, Dr. Graeme Wend-Walker

**GEO**
--La Havana, Cuba, Dr. Sarah Blue  
--Kiel, Germany, Dr. Sven Fuhrmann  
--Hannover, Germany, Dr. James Petersen

**ML**
Austria, Dr. Ulrich Bach  
Costa Rica, Dr. Sergio Martinez  
France, Dr. Carole Martin  
Italy, Dr. Moira DiMauro-Jackson  
Japan, Dr. Mayumi Moriuchi  
Japan (semester, Osaka), Dr. Mayumi Moriuchi  
Japan (semester, Tokyo), Dr. Mayumi Moriuchi  
Spain, Dr. Agustin Cuadrado  
Spain (semester), Dr. Antonio Gragera

**POSI**
Barcelona, Dr. Hassan Tajalli
Peru, Dr. Omar Sanchez Sibony

Other International Experiences/Activities in College of Liberal Arts:

ANTH
--Archaeology thesis research for two MA students in Peru
--Conversation ecology thesis research for a MA student in Peru
--Archaeology thesis research for a MA student in South Africa
--Faculty research on Stone Age Archaeology in South Africa
--Faculty research on Identification Methods of US/Mexico Border Crossing Fatalities,
--Faculty research on Prehistoric Peruvian Ceramics

GEO
--Fellowship for PhD research in Costa Rica
--Fellowship for PhD research work in Australia

HIST
--Faculty sponsored Model Arab League and led students in competing in MAL events

ML
--Department completed a student/faculty exchange agreement with the University of Rennes 2, France
--Department sent faculty member to Argentina to develop a full-semester program for Texas State students at the University of Belgrano in Buenos Aires.

POSI
--Faculty member invited to participate in international mediation workshops in Reynosa, Mexico and Buenos Aires, Argentina.

SOC
--Faculty presented work at universities and conferences in India, Korea, and Sweden

CIS
--Wilson Fellowship for student internship/research in Cambodia enabled students and faculty to work in Cambodia

2.6  Maintain a vigorous, targeted recruitment and marketing campaign.

2.7  Recognize the role of moving to the FBS in developing the image of the university and enhancing economic and cultural development.
2.8 Enhance and support distance learning and Friday/Saturday course delivery.

**ENG**
--Department formally established committee to coordinate growing range of online efforts
--First-year English program expanded number of pilot sections of hybrid (online/face-to-face) ENG 1310
--Four faculty applied to complete coursework for the Sloan Certificate in Online Teaching.
--MA in Technical Communication program offered approximately half its courses in hybrid format
--MA in Technical Communication program faculty and students participated in the university's E-textbook pilot program.

**PHIL**
--Environmental Ethics and Philosophy of Technology now offered by distance learning

**POSI**
--New course developed for graduate public administration program (POSI 5311: Public Finance)

**PSY**
--Updated 4 PSY correspondence courses to become web-based courses.
--Created and staffed PSY Distance Education Committee to examine feasibility of online expansion

**SOC**
--Faculty and students participated in the university's E-textbook pilot program.

**CIS**
--Center integrated technology and Friday sessions into International Studies capstone course for research, writing, and presentations.

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

3.1 Increase student retention through collaborative programs across the university.
ENG
--Planned new undergraduate internship program (see 2.2 above).
--Modified a gateway course for majors (ENG 3301) to reflect department’s English Studies model
--Implemented new undergraduate emphasis in film studies

GEO
--Made the department’s assigned Liberal Arts advisor a regular, voting, member of the Undergraduate Committee in order to enhance efforts to move toward timely graduation and job placement.
--Undergraduate Committee hosted Welcome Back picnic in Sewell Park for all students in geography classes, with record attendance.
--Professors created Veterans Scholarship to assist and encourage returning veterans to succeed in department's programs.
--Department sent encouraging personal letters to students with low GPAs.
--Department promoted student success with GTU (Honor Society) tutoring program.
--Department conducted Geography Major Information Sessions.

PHIL
--Organized Monday evening student discussion group to encourage engagement.

POSI
--Discourse in Democracy event expanded to engage students academically and promote retention.

PSY
--Established PSY 5198, Research Seminar, required for all first-year students and designed to assist with the transition to graduate school, retention, and timely progress to degree completion.
--Proposed, PSY 2100, Professional Seminar, as requirement for all undergraduate majors, designed to orient students to the discipline, with emphasis on career issues.

SOC
--Graduate advisor visited undergraduate classes and presented material designed to encourage students to consider attending graduate school.
--Advisor added student resources to graduate student TRACS site, e.g. information about academic conferences.
--Advisor and chair extensively revised department’s Graduate Student Handbook to further clarify expectations.
--Advisor and other faculty nominated students for awards and scholarships, and encouraged them to attend graduate school.

CIS
Utilized social media, TRACS, and student organizations to aid in retention and dissemination of information

3.2 Enhance quality and consistency of academic advising services.

LIBERAL ARTS ADVISING CENTER
--Increased number of walk-in advising days during peak times to accommodate more students more efficiently and at students’ convenience
--Created “ask an advisor” feature on the Liberal Arts Advising Center webpage, giving students the opportunity to email non-urgent questions to Center, with guaranteed 48-hour response time.
--Transitioning essential paper forms to electronic forms in order to allow Center to streamline and expedite graduation and other processes.
--Improved ongoing advisor training by adding “Advisor Tune-Up” to weekly staff meetings.

ANTH
--Liberal Arts advisor now housed in the department two days a week to provide better support for undergraduate majors.

ML
--Department expanded its advising efforts to students majoring in a modern language or participating in a study abroad program.

PHIL
--Assigned time now provided for graduate adviser in order to provide greater access for growing number of students in MA Applied Philosophy and Ethics program.

POSI
--Graduate program directors expanded one-on-one student advising opportunities to include advising on-campus and at Avery in Round Rock

PSY
--Incoming graduate students now paired at admission with faculty mentor based upon mutual research interests; mentors provide personalized academic advising for students.

CIS
--Expanded outreach and availability for graduate student advising through the creation of Coordinator position within Center.
--Created new undergraduate brochure and check sheets in order to facilitate advising for College of Liberal Arts advisors.

3.3 Develop an Honors College to better attract and engage high achieving students.
ML
--Spanish 2310 and Spanish 2320 offered as departmental honors courses

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

Support for Athletics:

LIBERAL ARTS ADVISING CENTER
--The Academic Advisor II and Director of Advising provide information to NCAA Athletic Certification Officers in order to track progress and monitor courses taken by student-athletes.

PHIL
--Department offered course and dialogues on philosophy of sport

POSI
--Upon request from Athletics, faculty and chair met one-on-one with recruits when they arrive on campus

SOC
--Three faculty served as guest coaches for Texas State University football games in recognition of their work with student athletes in the Department's internship program and popular culture minor.

Support for Arts:

ENG
--Co-sponsored with Honors College a poetry reading/musical event related to the Common Experience theme.
--Brought nationally recognized writers of poetry and fiction for the Lindsey Literary Series and Katherine Anne Porter Visiting Writers Series.

GEO
--Departmental GIS Day supports the art of cartography.

PHIL
--Department offered course and dialogues on philosophy of art and cemented affiliation of Dialogue Series with Juilliard project.

POSI
--Politics in Film events were included in the Discourse in Democracy series

SOC
Faculty member gave talk, “Popular Music: A Soundtrack for American Life,” for Round Rock Faculty Speakers Series.
--Department’s Center for Social Inquiry hosted symposium on “Hill Country Music Scenes: Scholarly and Community Development Approaches.”

CSSW
--Center sponsored photography exhibit “Life and Death in the Northern Pass” and related lecture.

MCGS
--Center co-sponsored Black and Latino Playwrights Conference.

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

COLLEGE OF LIBERAL ARTS
--Anticipating introduction of the new statewide General Education Core Curriculum in 2014, Liberal Arts departments that offer core courses worked with the General Education Council to design a revised course-based core assessment process.

ANTH
--New outcomes and methods were drafted over the summer for general education courses ANTH 1312 and ANTH 2414 to meet new Coordinating Board requirements.

ENG
--To address new competencies required by the Texas Higher Education Coordinating Board, English worked with the General Education Council and Institutional Assessment to revise learning outcomes and assessment methods for ENG 1310, 1320, 2310, 2320, 2330, 2340, 2359, and 2360.

GEO
The department took several steps to improve programmatic student learning outcomes, including:
--Changing several prerequisites, partly in response to learning outcome results.
--Providing additional handouts and worksheets to improve student learning.
--Modifying lectures, exams and class projects based on learning outcomes results.

PHIL
--The department standardized the format of senior exit interviews for the
BA degree.
--The department conducted a pilot project to measure all 5 outcomes required by the new core curriculum.

POSI
--The department revised the mission statement of the Master of Public Administration program to better reflect the qualities and skills expected of graduates.
--Faculty sub-groups implemented agreed-upon action plans to improve student learning outcomes and assessment measures.
--Following revisions to the core, a faculty committee worked to revise student learning outcomes for the POSI 2310 and 2320.

PSY
--The department approved and implemented a plan to conduct all assessment activities online using TRACS.

CIS
--The center refined the syllabi for the International Studies Capstone course and the administration of the Comprehensive Exam to ensure that both course and exam follow standards of measurement for learning outcomes.

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

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

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

COLLEGE OF LIBERAL ARTS
The Liberal Arts Advisory Board brought together successful Liberal Arts graduates and other community partners for meetings that promote alumni engagement.

ENG
--MA Literature and MFA Creative Writing programs adopted new means of
tracking graduates, using models already in place for the MA Technical Communication program.
--The department completed a major overhaul of websites so that faculty, student and alumni achievements are better recognized and shared with alumni and the public.
--The department developed and inaugurated a Facebook page for faculty, students, and alumni.
--The MA Technical Communication program is revamping its advisory board, which is made up of alumni and community partners.
--The MA Rhetoric and Composition and MFA Creative Writing programs maintain active Facebook sites that invite alumni input and keep alumni up-to-date on program developments.

**GEO**
The department has worked to encourage current students as well as alumni to create a profile on the LinkedIn career-networking site as a way to engage current alumni and to encourage students to become engaged alumni as they build career networks.

**HIST**
The department is creating a database of alumni and using social media to update alumni about departmental activities.

**PHIL**
--The department has made plans for regularly employing selected alumni of the MA Applied Philosophy and Ethics program as adjuncts.
--The department invited all alumni to attend the annual alumni banquet and invited them to submit work to two journals published by philosophy students.

**POSI**
--Department hosted a panel with several alumni visiting campus to discuss career options for Political Science and Public Administration majors.

**PSY**
Psi Chi Honor Society and Career Services sponsored a series of presentations, including a 90-minute panel presentation by PSY alumni.

**SOC**
--Internship coordinators added a blast (a group email app) to their Facebook page and started a LinkedIn page for Sociology Department alumni.
--The graduate advisor solicited comments from alumni about the graduate program and how it relates to their jobs; this alumni information was added to the department website.
CIS
--The center engaged in outreach to current alumni through social media and meeting with student organizations and honor societies.
--Alumni were invited to Board of Advisors meetings to make presentations.
--Alumni were invited to represent the center at various events, such as study abroad fairs and internship fairs.

CSSW
--The center has no alumni per se but contacted former students regarding all center programs

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

COLLEGE OF LIBERAL ARTS
--Liberal Arts sponsored a roundtable meeting that engaged seniors and graduate student with the college’s Advisory Board members to discuss strategies for turning academic accomplishments into marketable credentials for the workplace.

LIBERAL ARTS ADVISING CENTER
The center collaborated with Career Services to create and market an extensive series of career-related programs designed specifically for Liberal Arts majors

ANTH
--The department expanded the workplaces available for the undergraduate and graduate internship programs/

ENG
--The department planned and developed a new undergraduate internship program. (see 2.2 and 3.1, above)
--The department sent letters of invitation to apply for graduate study to students named by instructors as promising candidates.
--Alumni and employees in relevant fields were invited to make presentations to students about preparing effective job applications and presentations.
--The MA Rhetoric Composition program hosted meetings to help students secure employment in community colleges and textbook sales, and it offered workshops on applying to PhD programs.

GEO
--The department’s robust internship program gave students the opportunity to gain work experience and make career-networking contacts.
--The department worked closely with Career Services to offer many career-enhancing programs, including workshops on resume building and on-campus interviews with employers seeking geography majors, all designed to facilitate the successful transition of students from university to workplace.
--The department continued to improve its “Geography Internship and Career” TRACS site, which offers a career planning tool-kit as well as job and internship postings, most often submitted by geography alumni.
--The department hosted a graduate-school information day to answer questions of current undergraduates about pursuing a graduate or professional degree.

HIST
--The department held workshops on resume writing and on applying for graduate school.

ML
The department directed internships for several students nearing graduation.

PHIL
--The department is developed a plan to employ some MA Applied Philosophy and Ethics students for purposes of strengthening their credentials for admission to PhD programs or for seeking related careers

PSY
--In partnership with the University of Texas El Paso, the department chair submitted a $2.15 million NIH grant proposal for “Bridges to the Doctorate.” The goal of the proposal was to facilitate the transition of underrepresented students from MA to PhD programs (scored but not funded).
--Psi Chi Honor Society and Career Services co-sponsored a series of presentations on careers for students, and the department chair gave a presentation on how to apply successfully to graduate school.

SOC
--The graduate program is developing a handout and TRACS resources for students seeking employment.
--Faculty mentored undergraduate and graduate students planning to pursue advanced degrees by helping them with conference papers and working with them on graduate school applications.
--The department developed a new course for graduate students--SOCl 5110: Proseminar—designed to professionalize students in preparation for careers.
--The department developed a new graduate course that will cover statistical software programs such as SAS and STATA, which are used
widely in workplaces.
--The department is developing a proposal for a new graduate master’s program on dementia, gerontology, and aging (a marketable degree given the aging US population).

CIS
--The center collaborated with Career Services to host events and speakers in an effort to provide information regarding employment for International Studies majors.
--The center recruited interns who worked in Career Services to research internships specifically for International Studies students

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

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

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

4.1 Attract and retain a diverse faculty and staff.

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

ENG
--The department co-sponsored with Equity and Access and other offices a symposium that brought to campus leading Hispanic writers in the Southwest who made panel presentations at an event celebrating literature on the borderlands and featuring readings by writers from the Dominican Republic

ML
--The department offered a special sections of Spanish 3308 for heritage speakers.
--The department developed preliminary plans for a minor in Latin American Studies.
PHIL
--The department offered course, dialogues, and a semi-annual conference on Latin American Philosophy.
--The department recruited two Hispanic philosophy faculty members, and both are now on tenure track.

POSI
--The department selected content of digital signage to reflect diversity of student population.

PSY
--In partnership with the University of Texas El Paso, the department chair submitted a $2.15 million NIH grant proposal for “Bridges to the Doctorate.” The goal of the proposal was to facilitate the transition of underrepresented students from MA to PhD programs (scored but not funded). (See 3.9, above.)

SOC
--An Hispanic member of the faculty was a guest speaker for the Summer College Access Project (CAP) Camp created by the Center for P-16.

MCGS
--The Annual Nina Vaca-Humrichouse Scholarship was awarded to emphasize Latino/a recruitment and retention.

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

ENG
--The department expanded services and tutoring available at the Writing Center (now located on both the San Marcos and Round Rock campuses, as well as online) and provided funds to hire additional tutors when staffing needs required them.

GEO
--The department created a tri-fold brochure specifically targeted toward GIScience Masters and PhD program recruitment.

ML
--The department received funds to endow the Moeller scholarship for students studying German.
--The department awarded the first Cox scholarship.
--The department supervised a student who received the national Pi Delta Phi Yedlicka Scholarship in French.
--A faculty member mentored 2 students who received the international
Fulbright Fellowship to Germany.

PHIL
--The department offered courses and dialogues on Eastern philosophies and religions.

POSI
--Department diversified its faculty with the hiring of African American assistant professor for the Master of Public Administration and Bachelor of Public Administration programs.

SOC
--The department supplied prizes to students who completed “Mi Cultura/Mi Comunidad,” a summer workshop activity for Hispanic high school students sponsored by the Center for the Study of the Southwest.

MCGS
--The center awarded the Cecil Mayo Scholarship, which fosters Black male student recruitment and retention.

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

ENG
--The department hosted the 2013 Borderlands Symposium, which brought leading Hispanic writers speak about their careers and lives as Hispanics in the Southwest. (see 4.2 above.)
--The department hosted a Fulbright scholar from Egypt for a four-day visit.
--With funds from Equity and Access, the Writing Center coordinated the “Diverse Learners/Diverse Teaching” symposium with four presentations on best practices for teaching students with disabilities.
--With Equity and Access, the department co-sponsored readings by fiction writers from the Dominican Republic. (see 4.2 above)

HIST
--The department hired John Mckiernan-Gonzalez, a Mexican American historian

PHIL
--The department converted courses to qualify as multicultural and contributed a faculty member to teach core courses in the Women’s Study Program.

POSI
--Films that address issues of diversity and inclusion were selected for the Politics in Film events.
PSY
--The department offered PSY 5630H (Psychology of Women) for the first time.

SOC
--A faculty member attended the Texas Hispanic Serving Consortium conference to develop skills in applying for USDA grants.
--Several faculty attended the Texas State HSI Hispanic Research Symposium (faculty and student conference).
--Several faculty attended the Equality University conference sponsored by the Office of Diversity and Inclusion.

CSSW
--The center regularly sponsored programs designed to bring faculty, staff, and students together.

LIBERAL ARTS ADVISING CTR
--The Liberal Arts Advising Center is designated a 100% safe office (all staff members have completed Allies training).
--The Liberal Arts Advising Center is considered a Veteran Friendly Office.

4.5 Seek historically underutilized business suppliers.

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

5.1 Increase average full-time staff salaries at all ranks.

5.2 Increase number of full time staff.

5.3 Attract and retain highly competent staff by providing annual merit increases based on performance.
5.4 Maintain a physical setting that presents Texas State as a premier institution.

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

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

COLLEGE OF LIBERAL ARTS
--Liberal Arts, especially the Department of Modern Languages, played a key role in helping develop applications for local chapters of Phi Beta Kappa and Phi Kappa Phi.
--Liberal Arts departments made special efforts to budget limited funding to support faculty travel to conferences and other professional development opportunities, with special emphasis on travel needs of tenure-track faculty.

ENG
--The department provided support for a faculty member’s attendance at the prestigious Breadloaf Writers Conference to supplement support from a Conference scholarship.
--The department supported a faculty member’s participation in a professional development conference sponsored by the American Association of Departments of English.

GEO
--The incoming department chair and associate chair were sent to the Association of American Geographers annual Department Leadership workshop.

POSI
--Department budgeted operating expenses in order to fund at least one professional trip for all tenure-track faculty members

CIS
--The center established a Board of Advisors Research Scholarship for faculty research and the Gunnarson Research Scholarship for international research.

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

ENG
--5 tenured/tenure track faculty, senior lecturers, and lecturers completed IT's workshops to develop online materials integrated into classes.

HIST
--The department developed new History 2311 course online

ML
--Modern Languages developed online versions of the Spanish 2310 and 2320 correspondence courses.

PHIL
--A faculty member worked with IT to develop a web-based PHIL 1320 which, in its launch, enrolled 50 students per section and is projected to enroll 100 per section. This model generates sufficient funding to employ an IA position for each section of 50.

PSY
--An instructor completed the 16-week GOLD program through ITS and offered a GOLD-certified version of PSY 3301 online for the first time
--The department chair completed the 40-hour workshop through ITS on “Creating and Teaching an Online Course”
--The department created and staffed a Department Distance Education Committee to examine feasibility of online expansion.

SOC
--The department added two online courses: SOCI 3383 and SOCI 3395.
--Several faculty are working with ITS to develop online courses for the new Dementia and Aging Studies degree.

CIS
--The center implemented a web-based component in the International Studies capstone course.

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

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

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

**COLLEGE OF LIBERAL ARTS**
--The college nominated two Texas State alumni to be 2013 distinguished alumni of the university (both were selected)
--Members of Liberal Arts Advisory Board, consisting mostly of alumni of the college, were active during the years supporting college activities and students (including participation in a career-planning roundtable for graduating students).
--The college hosted its 2013 Distinguished Alumni Achievement Awards dinner and ceremony, honoring three highly successful alumni of the college.

**GEO**
--Faculty invited numerous alumni to serve as guest speakers for their courses.

**PHIL**
--Several alumni participated in the departments Dialogue Series.

**CIS**
--The center for International Studies holds quarterly meetings with its Board of Advisors to discuss center activities, funding, outreach, study abroad opportunities, and internships for IS students.
--The center continues its ongoing work in establishing faculty exchange agreement with foreign universities.

**CSSW**
--Alumni, professionals, and faculty collaborated in producing the center’s publications: Texas Books in Review and Southwestern American Literature.
5.12 Assess the needs and opportunities to refine Alkek Library utilization to improve support for the achievement of faculty and student instructional and research outcomes.

**ENG**
--Alkek Library staff debuted a new online English 1320 “libguide” tutorial for English faculty. English has continued to work with the Undergraduate Instruction and Outreach Librarian to assess and revise this research tool.

**PHIL**
--Alkek accepted Philosophy’s proposal to relax the permission requirement for faculty to post their work on e-commons to accord with the practice of the business world.

**POSI**
--The department worked with its library representative to streamline Alkek book ordering system.

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

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

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

5.16 Promote a safe and secure environment.