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

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

Key Performance Indicators*:  
- Median salary levels for each rank including professor, associate professor, assistant professor, and lecturer

1.2 Increase number of full-time faculty as a percent of all faculty FTE.

Key Performance Indicators*:  
- Number and percent of full-time faculty including tenured administrators

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

Key Performance Indicators*:  
- Merit increases awarded/not awarded  
- List of new recognitions received

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

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

In the College of Health Professions, the Clinical Laboratory Science Program (CLS) renovated HPB 336 for the conversion of the CLS laboratory equipment room to multi-use space for a computer based laboratory and
lecture room. The Provost distributed $73,500 to the CLS Program in 2015 for critical upgrades in classroom equipment.

The Department of Health Information Management (HIM) received new library funds which totaled $10,679.06. The break down of HIM related purchases is as follows: Books: $4,787.63; Periodicals $635.10; Eresources $5,256.33.

During 2014-2015, the St. David's School of Nursing (SON) expended $193,000 for upgrades to the infrastructure and equipment in the simulation laboratories to support teaching. Most of the money ($174,000) for the upgrades came from external grants received by the school of nursing.

Radiation Therapy (RTT) was awarded the Professional Research Grant Award from the American Society of Radiologic Technologists Education and Research Foundation. The project, with a budget of $9,990 has produced a basic working product to simulate higher technological learning in radiation therapy. In addition, $90,000 was provided by the Provost to implement a virtual educational learning program for RTT.

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

College of Health Professions' recognitions are noted: Dr. Rodney E. Rohde was named the 2015 Cardinal Healthcare urEssential Awardee. This single national honor provided $20,000 dollars to the CLS program for an endowed scholarship in Dr. Rohde's name for CLS majors. Dr. Rohde was named to the "Top 20 Professors of Clinical Laboratory Science You Should Know" by Medical Technology Schools. Lindsey B. Coulter (2014 CLS alumnae) was awarded a CDC and APHL Emerging Infectious Disease Fellowship. Lindsey was one of six national awardees (325 applicants pool) for a one year laboratory fellowship with CDC, in Atlanta, GA. She is the first Texas State student to receive this honor.

Dr. Valarie B. Fleming, CDIS Department Chair, was selected to be a part of the inaugural Council of Academic Programs in Communication Sciences and Disorders (CAPCSD) Leadership Academy, Spring 2015.

Dr. Ronnie Lozano, RTT Chair, received The Harold Silverman Distinguished Author Award. The award recognizes outstanding peer-reviewed articles published by the American Society of Radiologic
Technologists in the Radiation Therapist Journal. Award-winning articles are selected by each publication’s Editorial Review Board.

Dr. Ronnie Lozano and Ms. Dora Lopez, RTT faculty member, received the National Marrow Donor Program/Be The Match Volunteerism Award. Recognizing The Kathy Soliz Texas State Radiation Therapy Marrow Outreach Program for the program’s outreach achievements. Since 2012 over 9,000 hours have been contributed towards campus marrow registrations across Texas with a Department of Labor Value of $207,000.00. Twenty-eight lifesaving matches have been identified.

Dr. Megan Trad, Associate Professor in RTT, received the Association of Educators in Imaging and Radiologic Sciences, Innovator of the Year Award.

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

The College of Health Professions hosted the Dean's Seminar, recognizing the research efforts of faculty members Dr. Farzan Irani, Communication Disorders, and Dr. Pamela Willson, St. David's School of Nursing.

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

Key Performance Indicators*:
- Academic start-up dollars awarded (division and college)
- Library start-up funds awarded

1.8 Support faculty efforts in international research.

Key Performance Indicators*:
- List of new international research efforts and scholarly/creative activities
- International travel funds provided (division and college)
- Number of Fulbright Research Scholars and other international fellowships
- Number of visiting scholars supported
- List of new technology support activities for international research
Assistant Clinical Professor, Joanna Ellis, was appointed to a college wide committee on international efforts. She is investigating possible study abroad opportunities for CLS students.

Dr. Ram Shanmugam, Health Administration Professor, presented at the International Conference on Recent Innovation in Engineering & Technology in Chinnasalem, India, February, 2015

Ms. Jackie Moczygemba, HIM Chair, and Dr. David Gibbs, HIM faculty member participated in the International Federation of Health Information Management Association (IFHIMA) meeting held during the AHIMA national conference in October 2015. These faculty are involved in efforts focused on global HIM curriculum and certification and future international research opportunities are being explored.

Dr. Gregg Marshall, Chair of Respiratory Care, along with Metsis, V., Schizas, I., presented at the 8th ACM International Conference in Pervasive Technologies Related to Assistive Environments - PETRA 2015, Confu, Greece, July 2015 on the topic of Real-Time Subspace Denoising of Polysomnographic Data.

1.9 Pursue National Research University Fund (NRUF) eligibility.

Key Performance Indicators*:
- NRUF Eligibility
  - Total restricted research expenditures
  - Total endowment funds
  - Number of doctor of philosophy (PhD) degrees awarded
  - Percentage of first-time entering freshmen in the top 25% of their high school class
  - Average SAT and ACT scores of first-time entering freshmen
  - Status as a member of the Association of Research Libraries, having a Phi Beta Kappa chapter, and Phi Kappa Phi chapter
  - Number of tenured/tenure-track faculty who have achieved national or international distinction through recognition as a member of one of the national academies, are Nobel Prize recipients, and have received other faculty awards as designated in the NRUF eligibility criteria.
  - Number of graduate level programs and graduation rates for master’s and doctoral programs

The College of Health Professions has an overall 93% graduation rate in the graduate programs of Communication Disorders, Health Administration, Nursing, and Physical Therapy.

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

The School of Health Administration (SOHA) received $129,000 from the Williamson Fund eligible for 50% TRIP match. TRIP funds were not received.

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

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

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

2.2 Continue engagement in the economic development of the region.

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

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)

The College of Health Professions’ Health Administration faculty (Dr.
Michael Nowicki and Dr. Scott Kruse participated in the Round Rock Lecture Series.

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

In the College of Health Professions, two new scholarships were awarded. CDIS awarded the John Wendel Scholarship in the amount of $1,000, and the Dr. Joy Boone Quality Achievement Scholarship was awarded in Health Administration in the amount of $1,500. In addition, CDIS received two Graduate Merit Fellowships for the entering cohort of fall 2014. This was the first time these fellowships were made available through the Graduate College.

The Sue E. Biedermann scholarship was created in FY 15 for HIM students.

The St. David's School of Nursing awarded approximately $30,000 in scholarship funds.

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

The College of Health Professions' HIM program was chosen as one of 13 partner programs by the American Health Information Management Association (AHIMA) to take part in an initiative to increase U.S. jobs and exports through the promotion of international standards related to HIM education and workforce training. This program will help Texas State recruit and increase its numbers of international students in our BSHIM program. In FY 15, HIM had one international student. Two faculty are involved in efforts focused on a global HIM curriculum and HIM certification through various AHIMA workgroups.

Dr. Ram Shanmugam, Professor, Health Administration, participated in an
international workshop in India.

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

The College of Health Professions established three new study abroad programs.

CDIS faculty members developed the first study abroad program led by Dr. Celeste Domsch and Ms. Lori Stiritz. The program was approved and awarded a $1750 grant. The first group of CDIS students will be going to England, Summer 2016.

Nursing's study abroad program was formed for the undergraduate community-based nursing practicum, NURS 4250. Thirty-five students, three faculty travelled to Nicaragua for a two week educational experience in January 2015. This program was the result of three years of mission trips and partnering with the external International Service Learning Organization, establishing a framework on which to build the new program. In addition, fifteen FNP-MSN students also travelled to Nicaragua in January 2015 for one week as a mission trip with two FNP faculty. Both groups held clinics and cared for over a hundred community residents. They made house calls and conducted health education teaching through interpreters or through language boards and students who spoke Spanish. Two FNP faculty also provided health related lectures to physicians and nurses.

The student/faculty exchange with Hochschule Hannover - University of Applied Sciences and Arts in Germany continues. This past academic year, one student from Germany attended Texas State in the fall 2014 semester. One HIM student completed coursework at the Hochschule Hannover in the Summer 2015. One faculty member from Germany provided lectures to Texas State HIM students and met with the faculty. One faculty member from Texas State provided lectures to Hannover students in the summer of
Physical Therapy (PT) and Respiratory Care (RC) are exploring study abroad programs.

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

The College of Health Professions gave attention to several initiatives. CLS developed and launched a Facebook page for recruitment and retention. This Facebook page also targets alumni. CLS uses other social media such as LinkedIn, Twitter, etc.

CDIS decided, due to the large applicant pool, to begin leveraging a portion of the graduate program recruitment funds in the form of a scholarship to the highest-ranking individual in the applicant pool that was from an underrepresented population in an effort to recruit the student to the CDIS graduate program. The first scholarship was offered for the fall 2014 cohort.

SOHA invested heavily in a complete redesign of the marketing booth, with new table throw, brochures & table-top pull-up banner.

RTT continues to implement recruitment and marketing efforts by combining program and curriculum material and information with a "program recruitment table" with assigned faculty to various events that target cancer awareness or marrow donor registration drives both within the Texas State campus as well as other universities in other cities within the state of Texas. New community events this year included joining the St. David's Healthcare Systems Team with the Leukemia and Lymphoma Society where over 60 RTT majors and pre-majors signed up to walk the Light Up The Night event in Austin. Combined the "Meet and Greet" pre-major invitations with College of Health Professions Careers Day event, and Cancer Awareness Day. St. David's Bone Marrow Transplant unit administration has agreed to support RTT's marrow outreach funding needs. This will begin with the Texas A&M Kingsville outreach Feb.21, 2016. RTT's recruitment practices involve the purchase and use of Texas State/RTT banners, table drapes, social media posts and notices, the purchase and use of Texas State/RTT shirts.
2.8 Recognize the role of Athletics in developing the image of the university and enhancing economic and cultural development.

**Key Performance Indicators***:
- Number and list of new Texas State athletic advertisements placed
- List of all athletic events on local or national television
- Average number of athletic events each year, home and away
- Total economic impact from athletic events on local community
- Product licensing income for the year and new licenses added around the State of Texas
- Increase in membership for Bobcat Club for the year

2.9 Expand delivery of distance learning.

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

The College of Health Professions continues the development of new online/hybrid courses. CLS offered, for the first time, CLS 4340: Clinical Microbiology II course via a hybrid delivery in Spring 2016 (course development during 2014-2015).

CDIS designed and implemented the online CDIS 1331, Spring 2015 for a 25% increase (9 SCH to 12 SCH offered in online and hybrid courses).

Nursing developed eight (20 SCH) new online courses for the FNP-MSN program. Every course taught in 2013-2014 (10 courses (28 SCH) was reviewed and revised after extensive evaluation from instructional design, faculty and students.

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

3.1 Increase student retention and graduation rates.

**Key Performance Indicators***:
- Student retention rates compared to prior year (college and institutional)
- Student graduation rates compared to prior year

3.2 Create and deliver co-curricular experiences to promote student success.
Key Performance Indicators*:
- Number and list of new co-curricular activities provided
- Number of attendees at each co-curricular event

3.3 Enhance quality and consistency of academic advising services.

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

The College of Health Professions has in place, at the St. David's School of Nursing, an Admission and Retention Coordinator. She works with students who are struggling academically and financially in conjunction with SON faculty. Individual and group programs have been set up to meet the academic remediation needs of students. The academic advisor for the school of nursing has been an asset in support of pre-nursing students in San Marcos and for the enrolled nursing students on campus in Round Rock. The admission and retention staff attended four Bobcat Days in San Marcos, interacting with approximately 800 prospective students and three Bobcat Days in Round Rock, interacting with approximately 80 prospective students. The academic advisor from the SON met twice in San Marcos with approximately 200 nursing students regarding the requirements for the undergraduate nursing program. Nine information sessions were held in the school of nursing for prospective students, with approximately 120 individuals attending the sessions. In addition to the prospective students, the staff met with six area high school and middle school health science groups, totalling 138 students, in an effort to capture interest while the students are forming opinions about careers. The admission and retention office as a whole fielded 7,605 phone calls, emails and walk-in consultations from students during this time period. Staff maintain a presence for the school of nursing on social media such as Facebook and Twitter.

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

Key Performance Indicators*:
• Number and percent of students enrolled in Honors College compared to prior year
• Number of Honors sections offered
• Number of Honors College graduates compared to prior year

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

Key Performance Indicators*:
• Number and list of events (athletic and artistic) provided for the year
• Average number of students that attend sporting events
• List of promotions and collaborations with student groups to engage them in athletics
• Number and list of new academic support initiatives provided to student athletes

3.6 Assess outcomes (student learning, administrative support, academic and student support, research, community/public service, and general education) to ensure continuous improvement and student success.

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

The College of Health Professions' academic units reviewed all student learning and research outcomes, modified where needed and gathered data for the reporting of results.

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

Key Performance Indicators*:
• Number of program reviews completed and number submitted to THECB
• Examples of selected program improvements made based on program review/accreditation findings
• Percent of academic program reviews with all items scored “acceptable” or higher
3.8 Broaden efforts to facilitate successful transition of students to the workplace and graduate/professional education.

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

All of the College of Health Professions' academic programs provide assistance to students through clinicals and in teaching/learning experiences.

All BHA & MHA students complete a one semester field placement in their last semester.

HIM students, as part of the degree requirements, have a Professional Practice Experience (PPE), an opportunity for students to engage with HIM 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. Students also attend the health professions career fair each fall. During senior seminar each spring, students participate in panel presentations where they visit with former alumni on career pathways and receive key information on potential jobs. Prospective employers are also invited to seminar sessions to meet graduation candidates. In spring of 2015, Tenet, McKesson, Parallon and Memorial Hermann professionals visited with senior HIM students.

Nursing placed, in area hospitals, eighty-two students during the spring of 2015 to complete a 156 hour precepted experience (pairing students one on one with a registered nurse). This is considered a capstone experience for the BSN students. As part of the course, they are required to conduct a teaching project needed for the specific unit they are assigned. The school of nursing continues to host a career fair each fall for graduating seniors,
inviting potential employers. Twelve potential employers participated in the fall 2014 fair. Prior to the fair, intensive resume writing and interviewing skills workshops were conducted in conjunction with the student nurses organization. In the spring, four health systems were invited to meet with graduating seniors to discuss their internship programs post-graduation. During the Professional Growth and Development course, students take the jurisprudence exam required of all nurses who apply for licensure as an RN in Texas. This activity assists students in meeting requirements for practice in the State of Texas. The nursing student organizations, faculty, and staff participated in over 20 community events, such as the Alzheimer’s Walk, Relay for Life, Scott and White Blood Drive, Race for the Cure and PAWS for a Cause (a student sponsored event to benefit school children by providing new shoes). Four students attended Leadershape, a six day intensive premier leadership development program to develop leadership skills. The school of nursing Honor Society inducted a third class of graduating seniors and the first class of FNP-MSN students into their ranks, increasing the number of inductees to over 100 since inception.

Physical therapy's DPT Students completed 40 internships as well as placement in over 120 shorter clinical experiences.

RTT students participate in clinical rotations with several clinical affiliates spanning from Round Rock to San Antonio. Students typically have opportunity to meet with supervisors and administrators during their clinical rotations resulting in job interviews near graduation time. The post graduate employment rate for our program within 6 months post graduation ranges from 95 to 98 percent each year.

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

**Key Performance Indicators***:
- Number of literacy sessions provided
- Number of faculty and students served

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

**Key Performance Indicators***:
- Number of freshman students served
- Number and list of support programs provided
- QEP successes based on outcomes achievement and continuous improvement
Goal 4: Enrich our learning and working environment by attracting and supporting a more diverse faculty, staff, and student body.

4.1 Attract and retain a diverse faculty and staff.

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

4.2 Remain a Hispanic Serving Institution.

**Key Performance Indicators***:
- Number and percent of Hispanic student enrollment compared to prior year
- Number and percent of Hispanic student graduates compared to prior year
- Number and percent of Hispanic students retained compared to prior year

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

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

The College of Health Professions maintains the commitment to recruit and retain a diverse student body. HIM has increased their student recruitment efforts. Faculty are volunteering their time and expertise to cover an exhibit booth for the TxHIMA state conference. This past fall, HIM started recruiting at the national level by operating an exhibit booth at the AHIMA convention. Community college outreach has also begun to provide early HIM advising for potential BSHIM applicants.

Physical therapy conducted recruitment activities at seven institutions in
the state of Texas for new graduate students.

RTT targets universities with at least a 95% Hispanic student population enrollment to conduct Marrow Donor Registration Outreach Drives. During these three day visits tables, signage, banners, and garments displayed by RTT students and faculty make direct contact and market the RTT program reaching minority students across the southern regions of the state of Texas.

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

The College of Health Professions developed two new courses designated as multicultural (CDIS 3475/5475 Speech Science and RC 4321, Leadership and Management for Respiratory Care Professionals).

Nursing added a new student organization, Men in Nursing, to foster a means for male students who are considered a minority in the nursing field to feel supported. Over 20 male students attended and want to participate. The plan is to join the national Men in Nursing Organization and submit the formal paperwork to the University in 2015.

4.5 Seek historically underutilized business suppliers.

Key Performance Indicators*:
- Number of active HUB vendors compared to previous year
- Percentage of construction value issued to HUB vendors
- Number of active mentor/protégé partnerships compared to previous year
- Percent of total university procurement with HUB vendors compared to previous year
Goal 5: Develop and manage human, financial, physical, and technological resources effectively, efficiently, and ethically to support the university’s mission.

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

Key Performance Indicators*:
- Percent increase in average salary levels for all categories

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

Key Performance Indicators*:
- Number and percent increase in full-time staff compared to prior year
- Number and list of newly-created positions

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

Key Performance Indicators*:
- Merit increases awarded/not awarded
- List of recognitions received

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

Key Performance Indicators*:
- Number and list of new repair and renovation projects completed
- Number and list of new campus enhancement projects completed
- Number and list of new ADA modification projects completed

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

Key Performance Indicators*:
- Number and list of capital projects completed
- Total cost of capital projects completed
- Number and list of property acquisitions
5.6 **Maintain compliance with Coordinating Board classroom and class lab space usage efficiency standards.**

**Key Performance Indicators***:
- Total hours of classroom type activity taught anywhere on campus divided by total number of classrooms must equal or exceed 45 hours per week
- Total hours of classroom lab type activity taught anywhere on campus divided by total number of class labs must equal or exceed 35 hours per week
- Total number of weekly minutes taught in classrooms divided by 50 minutes and divided by total number of classrooms must equal or exceed 38 hours per week
- Total number of weekly minutes taught in class labs divided by 50 minutes and divided by total number of class labs must equal or exceed 25 hours per week
- Student station occupancy in classrooms is 65% or above for classrooms
- Student station occupancy in class labs is 75% or above for class labs

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

**Key Performance Indicators***:
- Examples of major new internal professional development workshops offered at main campus and Round Rock campus
- Examples of major new internal faculty development sessions offered
- Total number of faculty served through internal faculty development sessions
- Total number of staff served through internal professional development sessions
- Examples of external faculty development opportunities attended by faculty
- Examples of external professional development opportunities attended by staff
- Number of faculty developmental and supplemental leaves awarded

*The College of Health Professions' faculty continue to receive financial support to attend professional development opportunities through funding for travel. Staff are encouraged to attend workshops and training.*
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

The College of Health Professions' academic units offering online/hybrid programs are nursing and HIM. Nursing developed eight new distance courses for the MSN-FNP program with 7 evaluated and re-designed. HIM's online master's program has completed 6 courses with an additional 5 courses in development stage. The SOHA is in the process of converting 5 MHA courses into an online platform.

5.9 Reduce deferred maintenance in existing facilities.

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

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

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

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

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

The College of Health Professions' academic units have participated in a number of alumni outreach activities. CDIS, during Spring 2015, hosted a table at the Annual Texas Speech-Language-Hearing Association Convention Open House to meet and greet alumni. CDIS also worked with University Advancement to organize a campus visit from an alumnus for fall 2015.

A SOHA alum is the current Alumni President, Mr. Turner.

HIM maintains an alumni email distribution list. Alumni are invited to a Texas State HIM alumni reception each year during the state convention. Forty-one guests attended this past year. HIM faculty continue to work with information technology vendors in the health care industry to attract further Professional Placement Experience sites.

Nursing has one parent owned business (tied to SON alumnus) who continues to work with the SON on providing embroidered clothing with the Texas State SON logo. Two former students participated in the study abroad Nicaragua trip in January 2015 and were hired to be program faculty to help supervise and teach the 35 students. These individuals had attended the prior year as students. Nursing alumni who have been inducted into the SON honor society are invited to participate in honor society events and leadership. Two former students are active on the board and several attend events. This year students were inducted a semester prior to graduation to try to engage alumni in the honor society and keep them as active alumni. Four alumni returned for a senior panel in spring of 2015 as part of preparing students for the "real world of nursing."

Physical therapy had twenty alumni volunteer over 8 hours of their time to assist in interviews of the DPT applicants in November 2015.
5.12 Assess the needs and opportunities to refine Alkek Library utilization to improve support for the achievement of faculty and student instruction and research.

**Key Performance Indicators**:  
- Number and list of library assessment activities  
- Number and list of library improvements made

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

**Key Performance Indicators**:  
- Percent of campus electric usage per square foot increase/decrease compared to prior year  
- Percent of campus natural gas consumption per square foot increase/decrease compared to prior year  
- Number and list of awards/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

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

**Key Performance Indicators**:  
- Narrative list of campus business improvements enabled or enhanced by technology  
- Number and list of new and enhanced instructional support activities provided

5.15 Implement fundraising initiatives to help achieve strategic plan goals.

**Key Performance Indicators**:  
- Total dollar amount raised for the year  
- Total dollars raised per strategic fundraising priority area
5.16 Promote a safe and secure environment.

**Key Performance Indicators***:

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