

2017-2023 Texas State University Plan

2019-2020 Plan Progress Report

1. Promote the success of all students.

1.1 Plan and implement activities aimed at improving the overall student experience and satisfaction.

- Number of students in the current year involved in curricular and co-curricular activities that indicate high levels of satisfaction or have received special recognitions [[Student Affairs](#)]

In the current year, 1,259 students were involved in curricular and co-curricular activities that indicated high levels of satisfaction or have received special recognitions. In addition, 20 students received the Medal of Hope, an honor awarded to students who have demonstrated a commitment to leadership and personal development, involvement in the Texas State community, and demonstrated service.

- Number of students in the current year involved in activities aimed at improving student experiences [[Student Affairs](#)]

In 2019-2020, there were a reported 15,619 students involved in activities aimed at improving student experiences.

- Number of Texas State Mobile Application downloads in the current year [[Technology Resources](#)]

The Texas State Mobile Application was downloaded 19,765 times from September 9, 2019, to August 31, 2020.

- Number of interactions with the Texas State Mobile Application in the current year [[Technology Resources](#)]

There were 7,321,646 interactions with the Texas State Mobile Application in 2019-2020.

- Number and total cost of NEW campus enhancement projects completed [[Facilities Office](#)]

In 2019-2020, 82 new campus enhancement projects were completed totaling \$40,927,450.

- Number of NEW voluntary meal plans purchased by students [[FSS Auxiliaries](#)]

In 2019-2020, there were 2,278 new voluntary meal plans purchased by students.

- Increase in total dining and vending sales volume compared to prior year [[FSS Auxiliaries](#)]

In 2019-2020, there was an increase of \$233,136 in total dining and vending sales volume compared to 2018-2019's increase of \$347, 853.13.

- Increase in bookstore sales volume other than course materials compared to prior year [[FSS Auxiliaries](#)]

In 2019-2020 Follett's commissions totaled \$820,564.22 a sizeable increase from \$402,990.56 in 2018-2019.

- Decrease in percentage of students cancelled for non-payment by payment due date compared to prior year [[Student Business Services](#)]

Student Business Services cancelled 173 fewer students (14.9%) on the first cancel date of fall 2020 (990) vs. fall 2019 (1,163). In addition, there was a substantial decrease in the number of students extended. The number of students extended decreased 29.7 percent from fall 2019 (302) vs. fall 2020 (214). The total for all three cancels for fall 2020 decreased by 217 from fall 2019.

1.2 Manage student enrollment, both at the graduate and undergraduate level.

- Graduate and undergraduate enrollment figures compared to prior year [[Institutional Research](#)]

During fall 2019, there were 33,197 enrolled undergraduate students compared to 34,187 students in fall 2018, a decline of 0.8 percent.

At the graduate student level, there were 4,270 enrolled graduate students in fall 2019 compared to 4,457 students in fall 2018, a decline of 4.2 percent overall.

1.3 Increase student retention and graduation rates.

- Student retention rates for all levels (i.e., first-time undergraduate, transfer undergraduate, first-time master's, first-time professional, and first-time doctoral) compared to prior year [[Institutional Research](#)]

The one-year retention rate for first-time, full-time undergraduates fell from 77.1 percent for the fall 2017 cohort to 75.6 percent for the fall 2018 cohort.

The one-year retention rate for full-time transfer undergraduates increased slightly from 81.3 percent for the fall 2017 cohort to 82.1 percent for the fall 2018 cohort.

The one-year retention rate for master's students increased from 83.7 percent for the fall 2017 cohort to 85.4 percent for the fall 2018 cohort.

The one-year retention rate for professional students increased from 90.5 percent for the fall 2017 cohort to 97.6 for the fall 2018 cohort. (NOTE: Due to the low number of students in the program, one student represents 2.4 percent in the fall 2018 cohort).

At the doctoral level, one-year retention increased from 92.8 percent for the fall 2017 cohort to 94.4 percent for the fall 2018 cohort.

- Student graduation rates for all levels (i.e., first-time undergraduate, transfer undergraduate, first-time master's, first-time professional, and first-time doctoral) compared to prior year [[Institutional Research](#)]

The six-year graduation rate for the fall 2014 first-time, full-time undergraduate cohort was up slightly to 54.9 percent compared to 54.3 percent for the fall 2013 cohort.

The four-year graduation rate for the fall 2016 cohort of full-time undergraduate transfer students with 30 or more hours was up slightly to 63.8 percent compared to 63.2 percent for the fall 2015 cohort.

The five-year graduation rate for first-time, full-time master's students in the fall 2015 cohort was up slightly to 84.7 percent compared to 83.2 percent in the fall 2014 cohort.

The five-year graduation rate for first-time, full-time professional students was 100 percent for the fall 2015 cohort, which is consistent with the rate for the fall 2014 cohort.

The 10-year graduation rate for first-time, full-time doctoral students was down slightly to 64.4 percent for the fall 2010 cohort compared to 69.1 percent for the fall 2009 cohort.

- Student retention rate increases in academic or support services department-identified retention programs for the current year [[Deans/Academic Services/Student Affairs](#)]

In the Division of Student Affairs, the First-Year Commuter Program reported a student retention rate of 87.9 percent. This is a baseline number, and no change in persistence can be demonstrated for 2019-2020.

The Dean of Students Office, Student Emergency Services provided \$190,613 to 513 students who experienced emergencies which could have caused them to "STOP-OUT." Student Emergency Services coordinated the distribution of

\$3,750,000 to 6,469 students through the Bobcat Cares Program to assist students impacted by COVID-19, which could have caused them to “STOP-OUT.” Attorney for Students Office provided 1,005 clients legal services at an equivalency rate of \$356,283 which could have adversely impacted a student’s ability to afford tuition and fees.

The College of Applied Arts undergraduate enrollment increased from 4,045 students in fall 2018 to 4,054 in fall 2019. Full-time, first time undergraduate retention rate increased from 75 percent to 77 percent.

In the College of Education, a new pilot support program was developed for undergraduate students on academic probation. The Department of Health and Human Performance saw 48 percent (165 of 342) of students enrolled in ESS 3317-Exercise Physiology participate in the SLAC SI Program.

In the College of Liberal Arts, the Department of Geography hosted a series of events during 2019-2020 aimed at improving retention.

The College of Science and Engineering reported that the Department of Computer Science completed the National Center for Women and Information Technology-sponsored project to retain female students. Ingram School of Engineering participated in the supplemental instruction program to combat attrition in MATH 3323 Differential Equations and CHEM 1335 Engineering Chemistry, which affects engineering students. During 2018-2019, the Department of Mathematics fully implemented co-requisite teaching for all students enrolled in developmental mathematics, adding MATH 1300 to the list of co-enrollment classes.

1.4 Increase scholarship and grant resources to enhance recruitment, retention, and graduation of students.

- Number and dollar amount of NEW and total scholarships awarded, including merit scholarships [[Institutional Research](#)]

A total of 12,044 scholarships were awarded with a value of \$28.2 million in 2019-2020 compared to 9,959 scholarships with a value of \$25.9 million in 2018-2019. This was an increase of 2,085 scholarships worth \$2.3 million.

- Number and total dollar amount of all grant resources for the current year [[Institutional Research](#)]

A total of 37,104 grants with a value of \$122.5 million were awarded in 2019-2020 compared to 35,759 grants awarded with a value of \$119.1 in 2018-2019. This represents an increase of 1,345 grants worth \$3.4 million.

1.5 Enhance advising, academic support programs and services to ensure student success.

- Undergraduate student to academic advisor ratios at university and college level compared to prior year [[University College](#)]

The campus undergraduate student to academic advisor ratio for 2019-2020 was 396:1, an increase from 387:1 in 2018-2019. College enrollments remained consistent year to year, as did staffing, creating only minor changes in most college-specific student to advisor ratios. The College of Education and the McCoy College of Business Administration saw reductions in enrollment of 209 (4.5 percent) and 335 (7.2 percent), respectively, decreasing student to advisor ratios. The College of Health Professions and the University College saw increases in enrollment of approximately 100 students, increasing their fall-to-fall enrollments by 3.8 percent and 4.5 percent, respectively, increasing student to advisor ratios.

- Number of students served by advising centers compared to prior year [[University College](#)]

A total of 54,389 advising appointments were served by college advising centers in 2019-2020, reflecting a 3.2 percent increase from appointments held the previous year (N=53,852).

- Number of students served by the Student Learning Assistance Center compared to prior year [[Student Learning Assistance Center](#)]

In 2019-2020, the Student Learning Assistance Center served 12,297 students, compared to 13,402 students in 2018-2019. The decrease in students served may be attributed to COVID-19 implications and students attending most classes remotely.

- Number of students served by the Writing Center compared to prior year [[College of Liberal Arts/Writing Center](#)]

For 2019-2020, the total number of consulting appointments for the Writing Center was 5,242 (up from 2,762 in 2018-2019), and the total number of workshops was 1,462 (up from 1,432 in 2018-2019). The total number of appointments for 2019-2020 was 6,704 (up from 4,194 in 2018-2019), based on units of 25-minute slots. Despite COVID-19, the filled 2019-2020 appointment slots increased from the previous two years.

- Number of NEW programs/activities and number of participants that ensure student success [[Deans/Vice Presidents/Round Rock Campus](#)]

Texas State provided 35 new programs/activities that ensure student success, with a reported 28,414 participants.

1.6 Ensure marketable skills are incorporated into curricular and co-curricular experiences.

- Number of academic programs for which marketable skills have been identified compared to prior year [[Curriculum Services](#)]

During the first year of using the online marketable tool, marketable skills have been identified for 220 academic programs.

- Number of continuing education courses for which marketable skills have been identified compared to prior year [[Distance and Extended Learning](#)]

Marketable skills have been identified for 14 continuing education courses in 2019-2020, in addition to the 37 courses in the prior year.

- Number of NEW curricular and co-curricular programs and experiences that have incorporated marketable skills components in the current year [[Deans/Student Affairs](#)]

A total of 49 new curricular and co-curricular programs and experiences have incorporated marketable skills components.

1.7 Prepare all students to achieve their career goals and make positive and meaningful contributions as they interact in a diverse and increasingly global society through an inclusive program of learning and engagement, rich with diverse perspectives.

- Number of NEW career support programs provided and number of participants [[Career Services](#)]

In 2019-2020, three reported events were provided, with 138 participants. These three new programs included: Career Planning Support Group for Women of Color, Career Planning Support Group for Students with Social Anxiety, and Career Peer Advising Program.

- Number of academic credit internships/practica completed by students in the current year as measured by Semester Credit Hour (SCH) in sources as coded [[Institutional Research](#)]

A total of 21,714 SCH in internship/practicum courses were completed in 2019-2020.

- Number of face-to-face career counseling and career advising appointments for the current year [[Career Services](#)]

There were 4,740 face-to-face career counseling and career advising appointments for the current year; 3,885 were in person and 855 were virtual.

- Percentage of students in the current year who report employment or graduate/professional school plans in the Graduating Student Outcomes-First Destination survey [[Career Services](#)]

Thirty-seven percent of bachelor's degree graduates indicated full-time employment as their next destination post-graduation. Thirteen percent of bachelor's degree graduates indicated graduate or professional school as next destination.

Fifty percent of bachelor's degree graduates indicated full-time employment or graduate or professional school as their next destination.

1.8 Provide educational programs and co-curricular activities that foster community, service learning, leadership, career exploration, and personal development.

- Number of NEW educational programs provided and total number of participants [[Deans/Student Affairs](#)]

A total of 29 new educational programs were provided in 2019-2020, with 403 participants.

- Number of NEW co-curricular activities provided and total number of participants [[Deans/Student Affairs](#)]

A total of 25 new co-curricular activities, with 3,367 participants were reported in 2019-2020.

- Number of NEW course sections transformed or created with a service-learning component [[Service Learning](#)]

A total of 13 course sections were transformed or created with a service-learning component in 2019-2020. The majority of these new sections were a result of presentations with education abroad faculty and staff.

1.9 Leverage data and analytics to support growth in student success and institutional processes.

- Number of NEW enrollment management (e.g., recruitment, admissions, financial aid, retention) policies that result from the use of actionable data [[Enrollment Management and Marketing](#)]

The Office of Enrollment Management and Marketing adopted the New Test Optional Admission Policy due to the College Board (SAT) and American College Testing (ACT) agencies being concerned about meeting demand for students wishing to test.

The Office of Enrollment Management and Marketing raised the adjusted gross income cap from \$35,000 to \$50,000 for the Bobcat Promise Program in May 2020 to go into effect in fall 2020 to help low-income first-time freshmen by providing full-tuition and mandatory fees for eight semesters.

The Financial Aid Advisory, Appeals, and Scholarship Awards Committee added two new freshmen merit scholarship bands to increase fall 2019 enrollment. These bands expanded eligibility by providing different set of criteria, which allowed for a more diverse group of applicants.

- Number of NEW dashboards, data and analytical reports published [[Institutional Research/Technology Resources](#)]

Overall, a total of 18 new dashboards, data and analytical reports were published in 2019-2020.

- **In the Division of Academic Affairs, the Office of Institutional Research published a total of eight new dashboards, data and analytical tools in 2019-2020.**
- **The Division of Information Technology reported a total of 10 new dashboards published in 2019-2020.**

1.10 Establish the appropriate processes, procedures, and tools to support the necessary accommodations for constituents with disabilities.

- Number of students with disabilities participating in support programs and services in the current year [[Office of Disability Services](#)]

In 2019-2020, 1,554 students with disabilities participated in support programs and services.

- Number of NEW electronic and/or physical ADA compliance processes, procedures and tools completed/available [[Vice Presidents/Round Rock Campus](#)]

Texas State completed 23 new ADA compliance processes, procedures, and tools in 2019-2020.

1.11 Support the success of students by continuously improving the function, condition, reliability, and aesthetics of the facilities and grounds of the university.

- Number and total cost of NEW space repair and renovation projects completed [[Facilities Office](#)]

In 2019-2020, two space repair and and renovation projects were completed, totaling \$10,814,495.

- Number and total cost of NEW campus enhancement projects completed [[Facilities Office](#)]

In 2019-2020, there were two new campus enhancement projects completed, totaling \$4,097,952.

- Number of NEW or modified facilities construction and/or improvement projects in which the Department of Athletics was involved in collaborative planning, improving technology, and/or space utilization and optimization [[Athletics](#)]

In 2019-2020, there were 11 new or modified facilities construction and/or improvement projects in which the Department of Athletics was involved in collaborative planning, improving technology, and/or space utilization and optimization.

1.12 Provide a supportive environment for students, including student athletes, that encourages academic excellence, character development, and respectful interaction with others.

- Academic progress rate (APR) of student-athletes for the current year compared to NCAA national average [[Athletic Academic Center](#)]

The academic progress rate (APR) for 2019-2020 was not made public owing to the effects of COVID-19. The APR average for the 2018-2019 academic year was 989 compared to 975 for 2017-2018.

- Student-athlete retention rates (i.e., first-time undergraduate, transfer undergraduate, first-time master's) compared to entire student body [[Athletic Academic Center](#)]

The retention rate for student-athletes compared favorably to that of the first-year student population. The university-wide freshman retention rate for fall 2018 was 75.6 percent. The persistence rate for freshman student-athletes in all sports who arrived in fall 2018 and returned in fall 2019 was 100 percent. The retention rate of all student athletes who arrived in fall 2018 and returned in 2019 was 88 percent. Two students who did not return to campus became professional athletes.

- Student-athlete graduation rates (i.e., first-time undergraduate, transfer undergraduate, first-time master's) compared to entire student body [[Athletic Academic Center](#)]

NCAA provides the Federal Graduation Rate (FGR) measures for all Division I programs annually. The FGR assesses only first-time, full-time freshmen in a given cohort and only counts them as academic successes if they graduate from their institution of initial enrollment within a six-year period.

In 2019-2020, the FGR for Texas State was 57 percent, a drop from 61 percent in 2018-2019. However, this rate compared favorably to the overall Texas State six-year graduation rate of 54 percent.

Texas State's NCAA Graduation Success Rate (GSR) was 77 percent. The GSR differs from the FGR in two important ways. First, the GSR holds institutions accountable for those student-athletes who transfer into their institutions. Second, the GSR does not penalize colleges whose student-athletes transfer in good academic standing.

- Number of NEW or modified programming for student-athletes that encourage academic excellence, character development, and respectful interaction with others [\[Athletics\]](#)

There were eight new or modified programs for student-athletes that encouraged academic excellence, character development, and respectful interaction with others.

- Number of NEW or modified programming for student-athletes that promote their emotional, physical, and intellectual well-being [\[Athletics\]](#)

There were four new or modified programming for student-athletes that promoted their emotional, physical, and intellectual well-being.

1.13 Provide all students with quality engagement opportunities that model the values associated with equitable competition, engender university pride, positive community relations, institutional prestige, and promote student well-being and development.

- Number of service-learning hours completed by students enrolled in service learning designated courses compared to prior year [\[Service Learning\]](#)

A total of 53,096 service-learning hours were completed by students enrolled in service-learning course sections in 2019-2020. This number represents a 24.3 percent increase over the 42,723 service-learning hours in 2018-2019.

- Number of NEW curricular and co-curricular programs/activities that provide students with quality engagement opportunities [\[Deans/Student Affairs\]](#)

A total of 47 student curricular and co-curricular programs/activities were provided in 2019-2020.

- Number of student curricular and co-curricular competitions in the current year that received special recognition [\[Deans/Student Affairs\]](#)

A total of 632 student curricular and co-curricular competitions received special recognition in 2019-2020.

- Number of students and their total service hours in the current year involved in verifiable community service activities [\[Student Affairs\]](#)

In 2019-2020, 384 students were involved in verifiable community service activities, not including the many students who participated through Student Involvement and different fraternity and sorority activities. Together the students served a total of 26,111 service hours.

- Number of events held on Texas State campuses for the current year that provide opportunities for students to engage, through observation or participation, that model the values associated with equitable competition and engender university pride [[Athletics/Student Affairs](#)]

The Division of Student Affairs reported the following number of events held on Texas State campus for 2019-2020 that provide opportunities for students to engage, through observation or participation, that model the values associated with equitable competition and engender university pride: the Office of Disability Services conducted 47 presentations; and the LBJ Student Center conducted 257 presentations, programs, and events and 34 browse sessions. Additionally, over 2,204 meetings for student organizations were scheduled at the LBJ Student Center. The New Student Convocation was coordinated by Retention Management and Planning, and the Department of Housing and Residential Life held 36 events; Campus Recreation held 361 events; and the Dean of Students office held the Veteran’s Day Program, Student Government, Greek Week, FSL Basketball Challenge, and Community Services programs.

Athletics reported 208 service hours completed by 68 students that modeled the values associated with equitable competition and engendered university pride.

2. Offer high quality academic and educational programming.

2.1 Introduce new academic programs that meet the economic and cultural needs of the region and the state.

- NEW academic programs proposed during the current academic year [[Curriculum Services](#)]

Three new academic programs were proposed in 2019-2020. These included the B.S. in mechanical engineering; a graduate certificate in psychiatric mental health nurse practitioner; and a D.N.P. in nursing practice.

- NEW academic programs approved during the current academic year [[Curriculum Services](#)]

Three new academic programs were approved in 2019-2020. These included the M.S. in construction management; the M.S. in quantitative finance and economics; and a B.A. in religious studies.

- Online and hybrid SCH as a percent of overall SCH offered [[Institutional Research](#)]

For 2019-2020, SCH generated from online and hybrid course offerings comprised 18.7 percent of the overall SCH offered. A portion of the increase

from previous years was the result of online courses being offered in response to COVID-19 during summer 2020.

2.2 Provide quality educational programming that leverages diverse perspectives embedded in an inclusive learning environment.

- Number of NEW or modified academic programs that added multicultural or multi-perspective content [[Deans](#)]

Colleges reported 50 new or modified academic programs that added multicultural or multi-perspective content in 2019-2020.

- Number of NEW or revised courses with multicultural or multi-perspective content [[College of Liberal Arts/Center for Diversity and Gender Studies](#)]

There were 27 new or revised courses with multicultural or multi-perspective content in 2019-2020.

- Number of educational or training sessions held in the current year for members or groups within the Texas State campus community that contain information concerning the value of diverse perspectives [[Equity and Inclusion/Student Affairs](#)]

A total of 69 educational or training sessions were held in 2019-2020 for members and groups within the Texas State campus community that contained information concerning the value of diverse perspectives.

2.3 Enhance and expand the Honors College experience to attract high-achieving students.

- Number and percent of students enrolled in Honors College courses offered compared to prior year [[Honors College](#)]

The Honors College reported: 859 seats registered in fall 2019 compared to 751 seats registered in fall 2018; 740 seats registered in spring 2020 compared to 681 seats registered in spring 2019; 27.7 percent of Honors College students enrolled in an honors course in fall 2019 compared to 29.8 percent in fall 2018; and 24.5 percent of Honors College students enrolled in an honors course in spring 2020 compared to 26.5 percent in spring 2019.

- Percent of students in each college participating in the Honors College compared to prior year [[Honors College](#)]

| Semester | Fall 2019 | Fall 2018 | Spring 2020 | Spring 2019 |
|--------------------------------|------------------|------------------|--------------------|--------------------|
| Applied Arts | 0.54% | 0.62% | 0.70% | 0.32% |
| Business Administration | 2.02% | 1.90% | 1.12% | 1.79% |
| Education | 0.67% | 0.74% | 0.68% | 0.48% |
| Fine Arts and Comm. | 2.62% | 2.57% | 2.42% | 2.47% |

| | | | | |
|--------------------------------|--------------|--------------|--------------|--------------|
| Health Professions | 1.64% | 1.49% | 1.22% | 0.82% |
| Liberal Arts | 3.74% | 3.38% | 3.95% | 3.74% |
| Science and Engineering | 2.31% | 2.11% | 1.95% | 1.76% |
| University College | 0.39% | 0.42% | 0.22% | 0.27% |

- Number of NEW Honors sections offered [[Honors College](#)]

In fall 2019, 56 Honors sections were offered compared to 47 in fall 2018 (four new classes in fall 2019 included HON 3399A, 3399C, 3399D, and a departmental section of COMM 2330). In spring 2020, 50 sections were offered compared to 47 sections offered in spring 2019 (two new classes in spring 2020 included HON 3399B and HON 3399F).

- Number of Honors College graduates compared to prior year [[Honors College](#)]

In fall 2019, the Honors College had 18 graduates compared to 24 in fall 2018. In spring 2020, the Honors College had 53 graduates compared to 51 in spring 2019.

2.4 Improve the capabilities in our learning spaces and learning environments to better foster creativity, enable collaboration, and encourage discovery.

- Number of NEW programs/activities that improve capabilities in the learning environment (provide one example) [[Vice Presidents/Round Rock Campus](#)]

Texas State provided 50 programs/activities that improved capabilities in the learning environment.

- Number of NEW programs/activities that improve capabilities in online learning environments [[Distance and Extended Learning](#)]

The Office of the Associate Vice President for Academic Affairs reported two new programs/activities that improved capabilities in online learning environments. Two new distance learning classrooms at \$93,000 total expense and a request for proposals for online proctoring were initiated in order to provide additional options for faculty and students that potentially reduces technical overhead and expands access.

- Number, percentage, and capacity of active classrooms [[Information Technology Assistance Center](#)]

In 2019-2020, there were 19 active classrooms (6%) available, with a total capacity of 1,031.

- Number and capacity of diverse learning environments in the university libraries [[University Libraries](#)]

In 2019-2020, there were 13 diverse learning environments in the university libraries with a capacity of 3,686.

- Number and total cost of NEW classroom and teaching laboratory enhancement projects [[Facilities Office](#)]

In 2019-2020, there were seven new classroom and teaching laboratory enhancement projects, totaling \$3,306,255.

2.5 Transition Texas State’s Learning Management System environment to a more integrated, robust, and modern integrated learning system.

- Number of NEW transitional learning management system (LMS) activities implemented [[Technology Resources](#)]

In 2019-2020, there were 19 new transitional LMS activities implemented.

- Percentage of courses being taught in the new LMS [[Technology Resources](#)]

Eighty-five percent of courses were being taught in the new LMS in 2019-2020.

2.6 Support the growing academic requirements of the university by improving the condition and reliability of academic facilities and technology, creatively assisting departments in optimizing their use of space, and collaboratively planning and constructing new facilities.

- Number and total cost of NEW capital projects resulting in square footage additions coded as “Academic” [[Facilities Office](#)]

In 2019-2020, one new capital project resulting in square footage additions coded as “Academic” was completed for a total cost of \$1,611,000.

- Number of NEW technology initiatives implemented during the current year and total cost [[Information Technology](#)]

One new technology initiative, from ITAC Learning Spaces, was implemented on both campuses, putting video and audio capabilities in over 331 instructional spaces with a cost of \$125,000.

- Percentage of classrooms upgraded technologically for the current year [[Information Technology Assistance Center](#)]

In 2019-2020, 24 of 309 (8%) classrooms were technologically upgraded.

- Average age of computers in computer labs (includes learning commons) [[University Libraries](#)]

The average age of computers in computer labs was 1.33 years for 2019-2020.

2.7 Increase national and international visibility and presence by supporting curricular and co-curricular initiatives that prepare students to be responsible citizens.

- Number of faculty-led study abroad programs for the current year [[International Affairs](#)]

Texas State offered two faculty-led programs in January 2020. Programs planned for the remainder of the year were cancelled after March 2020 due to COVID-19 and associated travel restrictions.

- Number of students studying abroad for the current year [[International Affairs](#)]

Ninety-one students participated in study abroad programs in 2019-2020. This number included students who participated in exchange, affiliated, and faculty-led programs that were conducted between September 2019 and February 2020, before the cancellation of all programs that took place after March 2020.

- Number of NEW institutionally recognized international exchange programs [[International Affairs](#)]

Texas State had no new institutionally recognized international exchange programs in 2019-2020.

- Number of students participating in Study-in-America for the current year [[Distance and Extended Learning](#)]

A total of 32 students participated in Study-in-America in 2019-2020. Enrollment was negatively impacted by COVID-19 and subsequent travel restrictions.

- Number of NEW curricular and co-curricular service-learning programs that prepare students to be responsible citizens [[Service Learning](#)]

In 2019-2020, 13 new curricular service-learning programs that prepare students to be responsible citizens were implemented. The majority of these courses were in the education abroad program.

- Number of students participating in NEW global immersion programs [[International Affairs/Student Affairs](#)]

A total of 197 students participated in new global immersion programs in 2019-2020.

3. Achieve significant progress in research and creative activity as measured by national standards.

3.1 Achieve National Research University Fund (NRUF) Eligibility.

- Total restricted research expenditures [\[Research and Sponsored Programs\]](#)

Restricted research expenditures totaled \$30.9 million in 2019-2020.

- Total endowment funds [\[Treasurer\]](#)

Endowment funds totaled \$225,519,534.83 in 2019-2020.

- Number of Ph.D. degrees awarded [\[Institutional Research\]](#)

Texas State awarded 54 Ph.D. degrees in 2019-2020.

- 5-year master's graduation rate [\[Institutional Research\]](#)

The 5-year master's graduation rate for first-time, full-time master's degree students in the fall 2015 cohort was up slightly to 84.7 compared to 83.2 percent in the fall 2014 cohort.

- 10-year doctoral graduation rate [\[Institutional Research\]](#)

The 10-year doctoral graduation rate for first-time, full-time doctoral students was 64.4 percent for the fall 2010 cohort compared to 69.1 percent for the fall 2009 cohort.

- Percent of first-time entering freshman class in top 25 percent of high school class [\[Institutional Research\]](#)

For the fall 2019 incoming class, which includes students who started in the summer, 46.3 percent of those reporting a high school rank were in the top 25 percent of their high school class.

- Status as member of Association of Research Library membership, Phi Beta Kappa Chapter, or Phi Kappa Phi Chapter [\[University Libraries/Honors College\]](#)

In the Division of Information Technology, an informal site visit with Joe Lucia, Dean of Libraries, Temple University, Representative of Association of Research Library Membership Committee, was conducted on March 5, 2020.

A formal (virtual) site visit with the Association of Research Library Membership Committee was conducted on June 23-25, 2020.

In the Honors College, the Phi Kappa Phi chapter was awarded platinum status for 2019-2020. Mael Le Noc won a \$10,000 national dissertation award, and there were five Love of Learning awards given to Texas State students. In addition, the NASA FAMA team, led by Dr. Araceli Martinez Ortiz, won the \$100,000 Excellence in Innovation Award.

The next opportunity to apply for a Phi Beta Kappa chapter is in fall 2021.

- Association of Research Libraries (ARL) Library Investment Index ranking [[University Libraries](#)]

The 2017-2018 (most recent available) Investment Index ranking for Texas State was 94. The index score is -0.7022817.

- Number of tenured/tenure-track faculty who have achieved international and national 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 [[Academic Affairs/Deans](#)]

The Office of the Provost and Vice President for Academic Affairs reports two faculty awards during 2019-2020 that qualify under the NRUF eligibility criteria – Cyrus Cassells received the Guggenheim Fellowship, and Dr. Valentina Glajar was named an American Council of Learned Societies Fellow.

- Number of Ph.D. programs [[Curriculum Services](#)]

Texas State had 12 Ph.D. programs in 2019-2020.

3.2 Develop new graduate programs to advance the university's research goals.

- Number of NEW graduate programs proposed during the current year [[Curriculum Services](#)]

Two new graduate programs were proposed in 2019-2020: graduate certificate in psychiatric mental health nurse practitioner and D.N.P. in nursing practice.

- Number of NEW graduate programs approved during the current year [[Curriculum Services](#)]

Two new graduate programs were approved in 2019-2020: M.S. in construction management and M.S. in quantitative finance and economics.

- Number of graduate students enrolled compared to prior year [[Institutional Research](#)]

There were 4,270 graduate students in fall 2019 compared to 4,457 in fall 2018.

- Number of graduate degrees awarded compared to prior year [[Institutional Research](#)]

There were 1,369 graduate degrees awarded in 2019-2020, compared to 1,467 graduate degrees awarded in 2018-2019.

3.3 Encourage and promote student research opportunities.

- Number of NEW curricular and co-curricular programs that provide students with research opportunities [\[Deans\]](#)

The colleges reported 15 new curricular and co-curricular programs that provided students with research opportunities.

- Number of students participating in the Undergraduate Research Conference and Honors Thesis Forum compared to prior year [\[Honors College\]](#)

There were 137 oral and poster presentations in the Undergraduate Research Conference for spring 2020 compared to 160 presentations in spring 2019. There were 21 presentations in the Honors Thesis Forum for fall 2019 compared to 30 presentations in fall 2018.

- Number of graduate students completing thesis or dissertation projects compared to prior year [\[The Graduate College\]](#)

In 2019-2020, 305 theses and dissertations were submitted, compared to 266 in 2018-2019.

3.4 Expand support to the research community by enhancing resources to support the evolving requirements while developing a staff of research professionals to support and assist researchers.

- Total research and development expenditures [\[Research and Sponsored Programs\]](#)

Research and development expenditures totaled \$70.7 million in 2019-2020.

- Number of proposals developed with the assistance of Research and Sponsored Programs staff and grant writing contractors compared to prior year [\[Research and Sponsored Programs\]](#)

In 2019-2020, 667 proposals were developed with the assistance of the Office of Research and Sponsored Program's staff and grant writing contractors, compared to 631 in 2018-2019.

- Total number and utilization of High-Performance Computing (HPC) nodes [\[Technology Resources\]](#)

In 2019-2020, there were 123 HPC nodes in use on the LEAP cluster utilized by 221 unique users, representing 18 academic departments.

- Number of technology mitigation plans for research grants [[Information Security Office](#)]

There were 36 technology mitigation plans developed and authorized for research-related grants in 2019-2020.

- Number of NEW research job postings along with average time to fill [[Human Resources](#)]

In the current year, the total number of research job postings is 46. The average time to fill for the research job posting is 58 days.

- Number and total cost of NEW capital projects resulting in square footage additions coded as “Research” [[Facilities Office](#)]

In 2019-2020, one new capital project resulting in square footage additions coded as “Research” was completed for a total cost of \$3,941,300.

- Increase in number of research-specific Environmental Health, Safety and Risk Management training courses taught compared to prior year (including attendance) [[Environmental Health, Safety and Risk Management](#)]

There was no increase in the number of research-specific Environmental Health, Safety and Risk Management training courses taught compared to prior year.

2019-2020 Courses Offered = 8, attendance = 1,800

2018-2019 Courses Offered = 9, attendance = 2,136

- Decrease in the number of lab safety inspection violations compared to prior year [[Environmental Health, Safety and Risk Management](#)]

There was no decrease of lab safety inspection violations in 2019-2020 compared to 2018-2019. Rather, the violations increased from 101 in 2018-2019 to 232 in 2019-2020.

3.5 Foster a university-wide culture that promotes, rewards, and celebrates interdisciplinary research, scholarship, creative activity, innovation, and community engagement.

- Number of applications for Multidisciplinary Internal Research Grants (MIRG) compared to prior year [[Research and Sponsored Programs](#)]

No MIRG proposals were received, but three were funded, in 2019-2020, compared to 13 proposals in 2018-2019.

4. Provide the necessary services, resources, and infrastructure to support the university's strategic direction.

4.1 Offer competitive salaries to attract and retain highly qualified faculty and staff.

- Median salary levels for each faculty rank including professor, associate professor, assistant professor, and lecturer [[Institutional Research](#)]

| <u>Rank</u> | <u>2019-2020</u> |
|---------------------|------------------|
| Full Professor | \$98,484 |
| Associate Professor | \$80,068 |
| Assistant Professor | \$69,700 |
| Lecturer | \$49,453 |

- Percent increase in average staff salary levels for all ranks [[Institutional Research](#)]

| <u>EEOC</u> | <u>Fall 2018</u> | <u>Fall 2019</u> | <u>Percent Increase</u> |
|----------------|------------------|------------------|-------------------------|
| Administrative | \$91,943 | \$95,880 | 4.3% |
| Professional | \$55,529 | \$57,907 | 4.3% |
| Secretarial | \$38,400 | \$39,541 | 3.0% |
| Service | \$26,400 | \$27,373 | 3.7% |
| Skilled | \$43,393 | \$45,566 | 5.0% |
| Technical | \$46,008 | \$48,336 | 5.1% |

- Comparison of median salary by position at Texas State with median salary in the local market for staff and to CUPA-HR national data or appropriate peer set for faculty [[Human Resources/Faculty and Academic Resources](#)]

Percent above benchmark local - 33.5%
 Percent below benchmark local - 66.5%
 Percent above benchmark CUPA - 36.6%
 Percent below benchmark CUPA - 64.4%

Average Percent Difference (Market Median to Texas State Incumbents): 8.2%

In the Office of the Provost and Vice President for Academic Affairs, Academic Resources reported, 39 of 40 new tenure-line faculty (97.5 percent) were hired at or above the CUPA medians for their respective disciplines and rank in 2019-2020.

Based on a comparison with CUPA data for 2019-2020, approximately 58 percent of existing faculty groups are paid at or above the appropriate CUPA medians set for today's new hires.

- Percentage of positions with an identified market benchmark [[Human Resources](#)]

In 2019-2020, 63 percent of positions had an identified market benchmark.

4.2 Plan and implement programs to help improve faculty and staff recruitment, hiring, and retention in order to support a highly qualified, diverse, motivated, and satisfied workforce.

- Number of NEW programs and activities that provide assistance in strengthening faculty/staff recruitment, hiring, and retention [[Human Resources/Equity and Inclusion/Faculty and Academic Resources](#)]

Seventeen new programs and activities were provided to assist in strengthening faculty and staff recruitment, hiring, and retention.

- Number and percent of African-American, Hispanic, and other diverse faculty and staff compared to prior year [[Institutional Research](#)]

In fall 2019, African-American employees comprised 4.3 percent (n=160) of fulltime employees, compared to 4.2 percent (n=157) in fall 2018.

In fall 2019, Hispanic employees comprised 21.6 percent (n=810) of full-time employees, compared to 22.5 percent (n=841) in fall 2018.

In fall 2019, employees of other minority ethnicities (including those with unknown ethnicities) comprised 11.2 percent (n=437) of full-time employees compared to 8.9 percent (n=333) in fall 2018.

- Annual turnover percentage of regular faculty and staff (by title, FLSA classification, years of service, age, diversity, division) [[Human Resources/Faculty and Academic Resources](#)]

| | <u>Turnover Percentage</u> |
|--|------------------------------|
| <u>Total Number of Employees:</u> | 14.60 Percent Average |
| Exempt: | 12.77 Percent |
| Non-Exempt: | 19.13 Percent |
| <u>Division:</u> | |
| Academic Affairs | 12.79 Percent |
| Finance and Support Services | 16.76 Percent |
| Information Technology | 11.13 Percent |
| Student Affairs | 23.01 Percent |
| University Advancement | 18.35 Percent |
| Office of the President | 31.48 Percent |
| Athletics | 24.64 Percent |
| <u>Ethnicity:</u> | |

| | |
|-------------------------------------|---------------|
| American Indian or Alaska Native | 23.53 Percent |
| Asian | 11.14 Percent |
| Black or African American | 13.68 Percent |
| Hispanic/Latino | 13.84 Percent |
| Native Hawaiian or Pacific Islander | 0.00 Percent |
| White | 15.03 Percent |
| Unknown or All Fields Blank | 8.75 Percent |
| Two or More Races | 15.88 Percent |
| <u>Gender:</u> | |
| Male | 14.51 Percent |
| Female | 14.75 Percent |
| Unknown | 0.00 Percent |
| <u>Age Brackets:</u> | |
| <30 | 27.89 Percent |
| 30-39 | 12.60 Percent |
| 40-49 | 5.87 Percent |
| 50-59 | 10.75 Percent |
| 60+ | 26.77 Percent |
| <u>Length of Service:</u> | |
| <2 years | 22.07 Percent |
| 2-5 | 13.84 Percent |
| 5-10 | 8.08 Percent |
| 10-15 | 9.07 Percent |
| 15-20 | 11.29 Percent |
| 20-25 | 13.26 Percent |
| 25-30 | 28.16 Percent |
| 30-35 | 27.66 Percent |
| 35+ | 33.80 Percent |

- Number of online recruitment advertisements of job postings and advertising sources for the current year [[Human Resources](#)]

In 2019-2020, the total number of recruitment advertisements for job postings was 672. There was a total of 16 unique advertising sources published.

- Number of applications received for staff positions (total, per posting, and average by FLSA classification) for the current year [[Human Resources](#)]

**Total number of applications received for exempt job postings was 7,119.
Number of exempt job postings was 193.
Average number of applications per job posting was 36.88.**

**Total number of applications received for non-exempt job postings was 4,818.
Number of non-exempt job postings was 215.
Average applications per job postings was 22.40.**

Total number of applications received for all job postings was 11,937.

**Total number of job postings was 408.
Average number of applications per job posting was 29.25.**

- Time to fill a staff position (overall and by division, FLSA classification) for the current year [[Human Resources](#)]

The overall university average time to fill staff exempt positions was 121 days.

Average Time to Fill Exempt Positions per Division:

**Academic Affairs - 104
Finance and Support Services - 159
Information Technology - 151
Student Affairs - 106
University Advancement - 93
President's Office - 93
Athletics - 54**

The average time to fill non-exempt positions per division was 108 days.

Average Time to Fill Non-exempt Positions per Division:

**Academic Affairs - 80
Finance and Support Services - 133
Information Technology - 54
Student Affairs - 82
University Advancement - 289
President's Office - 28
Athletics - 93**

The overall average time to fill positions was 113 days.

Overall Average per Division:

**Academic Affairs - 148
Finance and Support Services - 137
Information Technology - 120
Student Affairs - 92
University Advancement - 130
President's Office - 28
Athletics - 63**

- Time to complete staff new position and reclassification job audits for the current year [[Human Resources](#)]

The average time to complete staff new position and reclassification job audits for 2019-2020 was three days.

- Percentage of Performance Management assessments completed by annual May 31 due date [[Human Resources](#)]

In 2019-2020, 76.6 percent of Performance Management assessments were completed by the annual May 31 deadline.

- Number of WellCats members, events, and participation for the current year [[Human Resources](#)]

**WellCats Members: 491
Events Offered: 869
Total Participation: 5,089**

4.3 Promote excellence through effective planning, policy development, assessment, and reporting to ensure the continuous improvement of programs and services.

- Number of involvement and contribution levels in annual plan progress reporting [[University Planning and Assessment](#)]

All responsible areas completed their annual plan progress reports.

- Number of university and division policies that are current/delinquent [[University Planning and Assessment/Vice Presidents](#)]

As of August 2020, three university policies, one Academic Affairs policy, three Finance and Support Services policies, and one Student Affairs policy were delinquent.

- Number of NEW policies developed or updated [[Vice Presidents/University Planning and Assessment](#)]

The Office of University Planning and Assessment reported six new university policies and two new divisional policies developed in 2019-2020.

- Number of responsible areas that are completing assessments and demonstrating continuous improvement for the current year [[Assessment/University Planning and Assessment](#)]

All administrative units expected to complete outcomes assessment and provide reports, including results, action plans, and evidence of improvement did so in 2019-2020. All administrative units also revised their respective strategic plan and provided a list of five priorities during the mid-cycle review.

- Number of administrative peer reviews conducted for the current year [[Vice Presidents/Round Rock Campus](#)]

Divisions conducted 13 administrative peer reviews in 2019-2020.

Administrative peer reviews were conducted by Dr. Lisa Lloyd and Dr. Mary Ellen Cavitt to assess the organizational structure, business operations, programs, and services at the Round Rock Campus.

- Number of program reviews completed/submitted to the Texas Higher Education Coordinating Board for the current year [[Institutional Effectiveness](#)]

During the 2019-2020 academic year, no programs were scheduled for academic program review. The three units scheduled for review in 2020-2021 developed self-studies during 2019-2020 for their upcoming reviews.

- Number of required major state and national reports completed and submitted for the current year [[Institutional Research](#)]

A total of 56 state and national reports were completed and submitted in 2019-2020 by the Office of Institutional Research. The vast majority of these reports are mandated by state and federal agencies.

4.4 Implement fundraising initiatives in support of the university's strategic direction.

- Total dollar amount raised for the current year [[University Advancement](#)]

A total of \$18,503,289 was raised in 2019-2020 through fundraising initiatives.

- Total dollar amount raised per strategic fundraising priority area [[University Advancement](#)]

The total amount raised in 2019-2020 of \$18,503,289 is itemized in the following strategic fundraising priorities:

**Academic Excellence = \$11,814,856
Athletics = \$5,634,979
Facilities = \$666,087
Student Programs = \$387,367**

4.5 Provide training and educational resources to enhance personal and community safety.

- Number of NEW safety support activities introduced [[University Police Department](#)]

There were two new safety support activities introduced by the University Police Department (UPD):

UPD launched a virtual, monthly Community Forum that provided crime data updates and discussions about timely, relevant topics. It is currently in a virtual format but will move to in-person when possible.

UPD began a student police academy that included classroom instruction and a ride along program.

- Number of NEW educational activities related to applicable laws (e.g., Title IX, Campus Save Act, Violence Against Women Act) [[Equity and Inclusion](#)]

One educational activity was updated to address changes in applicable law: Title IX trainings were updated for employees and students to include information regarding the updated Texas State University System policy.

4.6 Enhance information security practices to better predict, prevent, detect, and respond to threats to Texas State’s information systems and data.

- Number of security breaches in the current year [[Information Security Office](#)]

Three incidents occurred resulting in breach of university information in 2019-2020.

- Number of applications using Two Factor Authentication [[Information Security Office](#)]

There were 301 applications that required multi-factor authentication in 2019-2020.

- Number of reported security incidents for the current year [[Information Security Office](#)]

Twelve security incidents with a moderate or high impact were investigated in 2019-2020.

4.7 Continue to improve strategies and models for governance and planning that are transparent and inclusive.

- List of NEW published models or processes to support governance and planning decisions [[Institutional Effectiveness](#)]

The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Compliance Certification report was completed, and a wiki site with all standards, narratives, and documentation was made available to those authoring or contributing to narratives.

4.8 Expand Round Rock Campus resources and space to support the move of the College of Health Professions and growth of other academic offerings at this location.

- List of NEW capital projects completed at Round Rock Campus and total cost [[Facilities Office](#)]

One new capital project was completed at the Round Rock Campus: Avery Building improvements, with a total cost of \$1,240,338.

- Dining and vending sales volume at Round Rock Campus compared to prior year [[FSS Auxiliaries](#)]

Total vending and dining sales were \$68,020.79 in 2019-2020, compared to \$71,689.70 in 2018-2019.

- Number of NEW non-faculty positions added at Round Rock Campus [[Human Resources](#)]

No new positions were created for the Round Rock Campus in 2019-2020; however, several Students Affairs and Campus Recreation staff positions were permanently transferred to the Round Rock campus from the San Marcos campus.

- Number and total cost of NEW technology initiatives implemented at Round Rock Campus during the current year [[Information Technology](#)]

A technology initiative from ITAC Learning Spaces was implemented on both campuses, providing video and audio capabilities in over 331 instructional spaces with a cost of \$125,000.

- Total technology expenditures for the current year at Round Rock Campus [[IT Business Operations](#)]

Total technology expenditures for 2019-2020 at the Round Rock Campus were \$640,198.78, including staff salaries, student wages, travel, print maintenance, and general operations.

4.9 Increase the utilization and effectiveness of available technologies through more impactful implementations, education, training, marketing, and communications.

- Number of IT-related communication and marketing events for the current year [[IT Business Operations](#)]

In the Division of Information Technology, Marketing and Communication published more than 180 stories to the Division of Information Technology blog, posted hundreds of posts to social media, sent more than 50 emails to students, faculty, and staff; created videos, print items, and digital signs in support of important communications, such as the implementation of TXST Canvas; and created a faculty-led Canvas Champions campaign to help university leaders in the new learning management tool talk to their peers about experiences and best practices.

- Adoption rates of new technology implementations/upgrades [[Technology Resources/Information Technology Assistance Center/Information Security Office](#)]

There was an 85 percent adoption rate for the New LMS (Canvas), and an 86 percent adoption rate for Zoom Video Conferencing.

4.10 Enhance the experience of the university community by continuously improving processes and interfaces.

- Number of NEW campus business improvements [[Vice Presidents/Round Rock Campus](#)]

A total of 34 new campus business improvements were completed in 2019-2020. Electronic file storage and review processes for high-level awards were substantially enhanced to accommodate award selection due to COVID-19.

- Number of electronic documents processed through Adobe Sign [[Technology Resources](#)]

There were 28,280 documents delivered for signature in the Adobe Sign system during 2019-2020.

- Number of NEW functionalities implemented via mobile technology [[Technology Resources](#)]

There were 12 new functionalities implemented via mobile technology.

- Number of NEW cloud solutions vetted and approved [[Information Security Office](#)]

There were 216 new cloud solutions evaluated and authorized.

- Increase in percentage of employees signed up to receive electronic W-2s compared to prior year [[Payroll Office](#)]

There was a four percent increase (45% compared to 41%) in the number of employees signed up to receive electronic W-2s compared to prior year.

- Decrease in percentage of Outstanding Charges Receivable compared to prior year [[Student Business Services](#)]

Outstanding receivables decreased from 0.83 percent in 2018-2019 to 0.66 percent in 2019-2020 due to students continuing to pay previous bills. Sum of charges increased by \$4.5 million, or almost one percent, from the previous fiscal year. The recovery rate remains consistent at over 99 percent.

- Increase in number of vendors in the TSUS Marketplace compared to prior year [[Procurement and Strategic Sourcing](#)]

There were 169 vendors added to the TSUS Marketplace in 2019-2020 compared to six new vendors in 2018-2019. This increase is due to a change in the

university's standard operating procedure where all new vendors were added to the TSUS Marketplace and where current vendors are currently being populated.

- Increase in percentage of automatically paid invoices using 2-way match compared to prior year [[Procurement and Strategic Sourcing](#)]

The 2019-2020 volume of automated invoice payment was 18,490 and down from 22,547 in 2018-2019. The decline may be explained as related to university staff working remotely and requiring fewer office supply orders (COVID-19 effect); reduced budgets resulting in fewer orders; and some vendors who left the electronic invoicing process and reverted to traditional invoicing practices.

- Increase in utilization of Concur Travel Management tools compared to prior year [[Travel Office](#)]

The Concur Travel Management tool is projected to be available for campus travel requirements in April 2021. Due to COVID-19 most travel was restricted in 2019-2020.

4.11 Provide a diverse and inclusive environment of support to achieve the highest level of performance for all members of the campus community.

- Number and percent of ethnically diverse faculty and staff compared to prior year [[Institutional Research](#)]

In fall 2019, 33.9 percent (n=1,206) of full-time employees were minorities, compared to 32.2 percent (n= 1,203) in fall 2018. Those minority percentages and counts exclude international employees and those whose ethnicity is unknown.

- Number of NEW cultural and diversity programs [[Student Affairs](#)]

There were seven new cultural and diversity programs provided in 2019-2020, as reported by Student Affairs.

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

- Number of NEW external constituent outreach (parents, families, business) activities and number of participants [[Deans/Student Affairs/Finance and Support Services](#)]

Texas State implemented 31 new external constituent outreach activities with 8,210 reported participants.

- Number and percent of alumni (undergraduate degree holders) donating to Texas State compared to prior year [[University Advancement](#)]

A total of 3,322 undergraduate degree holders out of 182,843 undergraduate alumni donated in 2019-2020 (1.8%), compared to 5,721 donating out of 177,264 in 2018-2019.

- Number and percent of recent (graduated within last five years) alumni donating to Texas State compared to prior year [[Alumni Relations](#)]

A total of 383 recently graduated undergraduate degree holders donated in 2019-2020 out of 34,902 recent graduates (1.1%) compared to 530 out of 27,738 (1.9 percent) in 2018-2019.

- Number of NEW alumni achievement awards for the current year [[Alumni Relations](#)]

No new awards were created in 2019-2020. The number of alumni recognized with existing awards included five Distinguished Alumni and four Young Alumni Rising Stars.

- Number of NEW Alumni Association sponsored and co-sponsored events and number of participants [[Alumni Relations](#)]

Three new events (with a total of 127 attendees) were held including: staff-led regional events such as the Big Ideas events with the provost and vice president for Academic Affairs in Austin (77 attendees), Houston (29 attendees), and in an alumnus' home in Laredo (21 attendees). All other events in 2019-2020 were "static" programs repeated year after year, such as home and away tailgates (even if moved to other locations, as with Bobcat Pride Weekend), and the Distinguished Alumni Gala.

- Number of NEW recognized alumni chapters [[Alumni Relations](#)]

No new alumni chapters were created in 2019-2020, per the change referenced in the 2018-2019 plan progress report and the re-launch of networks to officially begin September 1, 2020. Networks re-launched from former chapters were rebranded in August 2020 (Austin, Houston, San Antonio, Dallas, Strutters Always, African-American, and Hispanic Alumni Networks).

- Number of NEW alumni chapter-hosted events and number of participants [[Alumni Relations](#)]

Per the Alumni Association Board of Directors-led change referenced in the 2018-2019 plan progress report, no new chapter events were hosted by chapter leadership between September 1, 2019, and August 31, 2020. A few staff-led events began in early 2020 to align with the new regional alumni engagement strategy but were halted in March 2020 due to COVID-19 restrictions.

4.13 Provide programs and services that support and enhance the health and wellness of the university community.

- Number of NEW student health and wellness activities provided and number of participants [[Deans/Student Affairs](#)]

Texas State provided five new student health and wellness activities with 3,206 reported participants.

- Number of NEW faculty and staff health and wellness activities provided and number of participants [[Human Resources](#)]

The University Police Department added one new wellness activity, the Personal Safety and Security Committee, with 12 participants.

- Employee Assistance Program utilization rate compared to prior year [[Human Resources](#)]

In 2019-2020, the Employee Assistance Program utilization rate was 4.4 percent, compared to 5.7 percent in 2018-2019.

4.14 Provide a competitive, high-profile, diverse, equitable athletics program, in compliance with applicable rules and regulations, which increases university prestige and creates exciting engagement opportunities.

- Number of NCAA Division I events held for the current year that provided engagement opportunities for faculty, staff, students, alumni, and the community-at-large [[Athletics](#)]

In 2019-2020, there were approximately 92 contests, games, tournaments, and matches held. Due to COVID-19, the Department of Athletics had to suspend the baseball and softball seasons, but was still able to host 19 baseball and softball games prior to the spring semester cancellation.

4.15 Support the growing requirements of the university by enhancing the condition and reliability of the university infrastructure, creating redundancy to support essential building operating systems, and collaboratively planning and constructing new facilities.

- Number of deferred maintenance projects completed for the current year and total cost [[Facilities Office](#)]

In 2019-2020, 21 deferred maintenance projects were completed for a total cost of \$16,171,936.

- Number and total cost of NEW infrastructure repair and renovation projects completed [[Facilities Office](#)]

Nine infrastructure and renovation projects were completed for a total cost of \$5,218,862 in 2019-2020.

- Total square footage of NEW construction or additions completed [[Finance and Support Services Planning](#)]

A total of 68,970 square feet of new construction or additions were completed in 2019-2020.

- Percentage of data switches less than five years old [[Technology Resources](#)]

In 2019-2020, 54.82 percent of data switches in place were less than five years old.

- Percentage of servers in the data center running under virtual machines [[Technology Resources](#)]

In 2019-2020, 92.3 percent of servers in the data center were running under private cloud virtual machines.