

# 2017-2023 Texas State University Plan

## 2017-2018 Plan Progress

College/Unit/Division: Vice President for Student Affairs

### 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

**The LBJ Student Center had a total of 22,100 involved in activities.**

**Between the Student Diversity and Inclusion Office and the combined TRIO programs, there were a total of 15,576 students who participated in activities.**

**In Campus Recreation, 26 Students received over \$1,700 in Student Success scholarship funds toward professional development opportunities.**

**Data from the Dean of Students Office areas:**

**1. The Attorney for Students Office provided 180 presentations during the 2017-2018 academic year. 151 of these presentations were requested by US1100 faculty for their seminar classes because of high student satisfaction. The office made presentations to various academic classes on issues such as Human Resources, Law School, Leadership, Journalism and more.**

**2. The Attorney for Students Office developed the 2017-2018 Common Experience theme of “The Search for Justice: Our Response to Crime in the 21st Century.” This theme involved all 6,000+ freshmen plus thousands of other students in multi-platform events. The director of the Common Experience stated it was the most successful program to date with high student satisfaction.**

**3. The Leadership Institute engaged 671 students with programming that included the Leadership Institute Annual Conference, the LeaderShape Institute, monthly leadership development workshops, leadership film series, and multi-week cohort-based programs targeted for emerging leaders and experienced student leaders. Additionally, the Leadership Institute awarded 26 students 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

**The LBJ Student Center had 500 students in this category.**

**Retention Management and Planning program, Brilliant Bobcats offered the Pathways to Student Success program with 172 students participating. The students recommended with a 98.11% satisfaction rating that the program be repeated.**

**The Dean of Students Office directly served over 950 students during the year with reports of high satisfaction and significant reduction in stress levels. The Attorney for Students Office presented about issues important to over 500 students in specific student groups, which included Black Women United, the Veteran’s Alliance, Student Government, Transcend and others.**

**In Campus Recreation, over 12,000 students participated in Student Success workshops, programs, and university-wide initiatives as outlined below:**

|   |              |               |
|---|--------------|---------------|
| <b>Communication is Key Workshop</b>                    | <b>23</b>    |               |
| <b>Career Readiness Workshop</b>                        | <b>23</b>    |               |
| <b>GOAL Teambuilding in Sewell Park</b>                 | <b>15</b>    |               |
| <b>Leading Your Best Life Workshop</b>                  | <b>19</b>    |               |
| <b>True Colors Workshop</b>                             | <b>15</b>    |               |
| <b>What is Your Next Step After Graduation Workshop</b> | <b>23</b>    |               |
| <b>Financial Literacy Workshop</b>                      | <b>12</b>    |               |
| <b>Title IX Workshop</b>                                | <b>12</b>    |               |
| <b>NIRSA Alumni Reception</b>                           | <b>6</b>     |               |
| <b>Student Recognition Banquet</b>                      | <b>126</b>   |               |
| <b>New Student Orientation</b>                          | <b>6,162</b> |               |
| <b>Bobcats CARE</b>                                     | <b>6,100</b> |               |
| <b>Total Students</b>                                   |              | <b>12,536</b> |

- Number of TxState Mobile Application downloads in the current year
- Number of interactions with the TxState Mobile Application in the current year
- Number and total cost of NEW campus enhancement projects completed
- Number of NEW voluntary meal plans purchased by students
- Increase in total dining and vending sales volume compared to prior year
- Increase in bookstore sales volume other than course materials compared to prior year
- Decrease in percentage of students cancelled for non-payment by payment due date compared to prior year

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

- Graduate and undergraduate enrollment figures compared to prior year

**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
- 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
- Student retention rate increases in academic or support services department-identified retention programs for the current year

**The First Year Commuter Program through Retention Management and Planning introduced social media and a newsletter communication to first year commuter students. The retention rate for the First Year Commuters has remained above the University average for the past three years (FY16-78.2%,FY17-81.1%, and FY18-79.5%) with an average of 340 students each year.**

**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
- Number and total dollar amount of all grant resources for the current year

**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
- Number of students served by advising centers compared to prior year
- Number of students served by the Student Learning Assistance Center compared to prior year
- Number of students served by the Writing Center compared to prior year
- Number of NEW programs/activities and number of participants that ensure student success (provide one example)

**The LBJ Student Center had 7 new programs, with approximately 175 attendees and 2 events postponed due to weather. Specifically, 'The Future is Voting Tour' with a free concert and promoting voter awareness and registration.**

**Student Diversity and Inclusion had a new Asian Student Welcome Program with 323 students in attendance.**

**Retention Management and Planning program, Brilliant Bobcats College Success Series offered a pilot program for an online module to 48 students. The students completed modules on Goal Setting and Motivation, Time Management, Study Skills, Self-Care and Wellness. A total of 15 students completed all five modules. The program is being modified after the pilot with plans to expand the program for Spring 2019.**

**Retention Management and Planning program, Students who Are Parents, has developed a distribution list of approximately 120 students with 50% graduate students and 50% undergraduate students. This ability to locate the students has provided opportunities for 10-15 students to participate in the Lunch and Learn program and the Family Event provided each semester. The new Lunch and Learn program that was rated highly was Financial Literacy.**

**As a part of the Dean of Students Office, the Attorney for Students was authorized to begin a search for a new immigration attorney that would serve all international students and those seeking citizenship.**

**In Campus Recreation, 61 unique students met with Student Success for resume, cover letter, and mock interview preparation. In total Student Success saw 102 students for over 88 hours of one-on-one consultations. Campus Recreation #CelebrateFirstGen day held on Nov. 8th to celebrate first generation students**

**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
- Number of continuing education courses for which marketable skills have been identified compared to prior year
- Number of NEW curricular and co-curricular programs and experiences that have incorporated marketable skills components in the current year

**A Student Employee Advisory Cabinet with 8 students was formed to promote community and provide feedback on the Student Employee experience in the LBJ Student Center. The LBJ Student Center Fine Arts Advisory Board added 2 more student members.**

**Career Services held Marketable Skills Master Classes-a series addressing career-ready competitions held in the spring with 60 students attending.**

**TRIO Day provided opportunities for Texas State students to volunteer with 300 high school students which involved cultural competency, presentation, and team work skills.**

**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 partnered with the Honor's College to bring to campus one new Diplomat in Residency whose job was to serve as a recruiter for the State**

**Department. The recruiter was able to see 51 students who were interested in jobs related to the State Department. Career Services met with four STAR Park clients who were interested in hiring students. One of them posted two positions in Handshake which resulted in 17 applications for the positions.**

- Number of academic credit internships/practica completed by students in the current year as measured by Semester Credit Hour (SCH) in sources as coded
- Number of face-to-face career counseling and career advising appointments for the current year

**Career Services completed 4,439 face to face career counseling appointments and 1,380 career advising face to face appointments.**

- Percentage of students in the current year who report employment or graduate/professional school plans in the Graduating Student Outcomes-First Destination survey

**Following the first full year of the First Destination survey, (N=1887 with a 21.2 response rate), 51 percent of new graduates reported being employed with 15 percent planning to attend post-graduation programs.**

**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

**The LBJ Student Center featured Jonathan Jones, leadership speaker (26 in attendance), Title IX training for LBJSC student employees (68) , and 13 leadership workshops (175 participants).**

**Student Diversity and Inclusion held a Social Justice Speaker Series with 1900 participants.**

**Data from the Dean of Students Office areas:**

- 1. As part of the 2017-2018 Common Experience, the Attorney for Students Office assisted in the implementation of a number of new co-curricular activities, including Dialogs for the community that included students, faculty and staff, presentations to students and the community on the Common Experience Theme, work with the Journalism Department to interview and examine evidence of crimes and others. There were approximately 350 participants in these events.**
- 2. The Fraternity & Sorority Life Office assisted the four Dean of Students Office Greek-affiliated Chartered Student Organizations (Interfraternity Council, Multicultural Greek Council, National Pan-Hellenic Council, and Panhellenic Council) to significantly increase community service efforts most specifically targeted to support the San Marcos School Fuel Program, increasing support of the San Marcos community.**

**In Campus Recreation, 127 students attended the Campus Recreation Student Employee Kickoff program on August 22, 2018.**

- Number of NEW co-curricular activities provided and total number of participants

**The LBJ Student Center had 7 new programs with 180 in attendance.**

**As a component of the Dean of Students Office, the Texas State Leadership Institute sponsored co-curricular activities that foster community, service learning, leadership, and personal development for 671 students who participated.**

**Campus Recreations Intramural Sports collaborated with Retention, Management, & Planning to host an outreach program titled, Got Holds? Effort to provide male students with assistance to remove holds on their accounts that may prevent them from registering. Approximately 20 students received assistance.**

**Campus Recreation Facility Operations - October Fitness Challenge had approximately 55 participants.**

- Number of NEW course sections transformed or created with a service learning component

### **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
- Number of NEW dashboards, data and analytical reports published

### **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

**The Office of Disability Services served 1,500 students from various disability categories during the academic year.**

- Number of NEW electronic and/or physical ADA compliance processes, procedures and tools completed/available

**According to the ADA Coordinator, there were 81 new ADA compliance processes, procedures, and tools completed and available.**

**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
- Number and total cost of NEW campus enhancement projects completed
- 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

**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
- Student-athlete retention rates (i.e., first-time undergraduate, transfer undergraduate, first-time master's) compared to entire student body
- Student-athlete graduation rates (i.e., first-time undergraduate, transfer undergraduate, first-time master's) compared to entire student body
- Number of NEW or modified programming for student-athletes that encourage 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

**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
- Number of NEW curricular and co-curricular programs/activities that provide students with quality engagement opportunities (provide one example)

**Career Services hosted the first annual Off-Campus Work Study Employer Symposium for off campus employers with a new handbook to educate partners and develop meaningful student work experiences.**

**Data from the Dean of Students Office areas:**

- 1. The Student Leadership Board, a chartered student organization advised by the Dean of Students Office, partnered with Goodnight Middle School to host a leadership conference for 71 participants. Texas State students presented workshops and facilitated dialogue with middle school students, and positively represented and promoted Texas State University.**
- 2. The Fraternity & Sorority Life Office developed a reporting system for the fraternities and sororities recognized on campus to provide the leadership**

development opportunities they provide to their members, the number of community service hours provided to the surrounding community and the dollar amount of donations made to philanthropic charities each month. The information collected will be collected into an overall annual score for the Chapter Advancement & Awards Program (CAAP) with recognition of high performing organizations and individual leaders at an annual awards ceremony each year.

**Campus Recreation # CelebrateFirstGen day held on Nov. 8th, 2018 to celebrate first generation students**

- Number of student curricular and co-curricular competitions in the current year that receive special recognition

**The LBJ Student Center participated in (7) ACUI Steal This Idea Design Competition and all FAAB art competitions.**

**As a component of the Dean of Students Office, the Leadership Institute awarded 26 students the Medal of Hope. This is an honor awarded to students who have demonstrated a commitment to leadership and personal development, involvement in the Texas State community, and demonstrate service.**

**Texas State Sport Clubs competed in 19 Regional/National Tournaments with the following accomplishments:**

- Water Ski placed 2nd at regional meet held in Katy, TX
- Quidditch placed 1st in the Southwest Regional
- Men's Ultimate finished 3rd at the South Texas D-I Conference Championships
- Women's Ultimate finished 3rd at the South Texas D-I Championships
- Texas State Cycling finished 5th in the Club Omnium at the 2017 USA Cycling Collegiate Track National Championships in Indianapolis, IN
- Water Ski placed 2nd in the nation held in Zachary, LA
- Quidditch placed 3rd at US Quidditch Cup 11 in Round Rock, TX

- Number of students and their total service hours in the current year involved in verifiable community service activities

**There were 1566 reported service hours with 460 students reporting the hours to the LBJ Student Center.**

**As a component of the Dean of Students Office, Alcohol and Drug Compliance Services assisted 582 students to complete 9,410.5 hours of community service.**

**In Campus Recreation 13 students participated in Bobcat Build on April 7, 2018 accumulating 78 hours of community service and Campus Recreation -Bobcat Build, 30 students, 120 hours.**

**The LBJ Student Center reported that 3,373 students participated in community service activities through Student Volunteer Connection. The Bobcat Build**

**program hosted 3,200 participants at 330 job sites and raised \$19,039 in material sponsorships.**

- 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

**The LBJ Student Center held Cat Camp (4), Bobcats are PROUD, Homecoming (18 events), and Football Tailgates (2)**

**In Campus Recreation Intramural Sports hosted 26 events (leagues & tournaments) that yielded a total of 5,718 participants (1,580 female & 4,138 male). Texas State Sport Clubs hosted 39 games/tournaments/events on campus, 25 games/tournaments/events in Fall 2017, and 14 games/tournaments/evets in Spring 2018.**

## **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
- NEW academic programs approved during the current academic year
- Online and hybrid SCH as a percent of overall SCH offered

### **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
- Number of NEW or revised courses with multicultural or multi-perspective content
- 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

**Through Student Diversity and Inclusion, there were 99 educational or training sessions held during the current year.**

**Retention Management and Planning provided 9 sessions to academic partners discussing the diversity of the student body. In addition, the Professional Development workshop sharing information about foster care students and their diverse experiences is a collaborative project with the School of Social Work and the student organization, FACES.**

**As a component of the Dean of Students Office, the Leadership Institute includes inclusivity as one of its core values and the value of diverse perspectives is interwoven into all of its activities including the Leadership Institute Annual Conference, the LeaderShape Institute, and its multi-week cohort programs, the Texas State Leadership Capstone Program: Step Forward, Give Back and the Pathfinder: Texas State Emerging Leaders Program.**

**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
- Percent of students in each college participating in the Honors College compared to prior year
- Number of NEW Honors sections offered
- Number of Honors College graduates compared to prior year

**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)

**N/A for Student Affairs**

- Number of NEW programs/activities that improve capabilities in online learning environments
- Number, percentage, and capacity of active classrooms
- Number and capacity of diverse learning environments in the university libraries
- Number and total cost of NEW classroom and teaching laboratory enhancement projects

**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
- Percentage of courses being taught in the new LMS

**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"

- Number of NEW technology initiatives implemented during the current year and total cost
- Percentage of classrooms upgraded technologically for the current year
- Average age of computers in computer labs (includes learning commons)

**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
- Number of students studying abroad for the current year
- Number of NEW institutionally-recognized international exchange programs
- Number of students participating in Study-in-America for the current year
- Number of NEW curricular and co-curricular service learning programs that prepare students to be responsible citizens (provide one example)

**The LBJ Student Center held an Voter Registration promotional event, hosted early voting, election day voting and run off voting and provided crowd control to facilitate the process.**

**Campus Recreation Intramural Sports collaborated with Student Involvement for Homecoming tournament for student organizations. Volleyball was a new event introduced – 17 teams competed (approximately 105 participants)**

- Number of students participating in NEW global immersion programs

**N/A for Student Affairs**

### **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
- Total endowment funds
- Number of Ph.D. degrees awarded
- 5-year master’s graduation rate
- 10-year doctoral graduation rate
- Percent of first-time entering freshman class in top 25 percent of high school class
- Status as member of Association of Research Library membership, Phi Beta Kappa Chapter, or Phi Kappa Phi Chapter
- Association of Research Libraries (ARL) Library Investment Index ranking
- 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

- Number of Ph.D. programs

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

- Number of NEW graduate programs proposed during the current year
- Number of NEW graduate programs approved during the current year
- Number of graduate students enrolled compared to prior year
- Number of graduate degrees awarded compared to prior year

### **3.3 Encourage and promote student research opportunities.**

- Number of NEW curricular and co-curricular programs that provide students with research opportunities (provide one example)
- Number of students participating in the Undergraduate Research Conference and Honors Thesis Forum compared to prior year
- Number of graduate students completing thesis or dissertation projects compared to prior year

### **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
- Number of proposals developed with the assistance of Research and Sponsored Programs staff and grant writing contractors compared to prior year
- Total number and utilization of High Performance Computing (HPC) nodes
- Number of technology mitigation plans for research grants
- Number of NEW research job postings along with average time to fill
- Number and total cost of NEW capital projects resulting in square footage additions coded as "Research"
- Increase in number of research-specific Environmental Health, Safety and Risk Management training courses taught compared to prior year (including attendance)
- Decrease in the number of lab safety inspection violations compared to prior year

### **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

## **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
- Percent increase in average staff salary levels for all ranks
- 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
- Percentage of positions with 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
- Number and percent of African American, Hispanic, and other diverse faculty and staff compared to prior year
- Annual turnover percentage of regular faculty and staff (by title, FLSA classification, years of service, age, diversity, division)
- Number of online recruitment advertisements of job postings and advertising sources for the current year
- Number of applications received for staff positions (total, per posting, and average by FLSA classification) for the current year
- Time to fill a staff position (overall and by division, FLSA classification) for the current year
- Time to complete staff new position and reclassification job audits for the current year  
Percentage of Performance Management assessments completed by annual May 31 due date
- Number of WellCats members, events, and participation for the current year

### **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
- Number of university and division policies that are current/delinquent

**N/A for Student Affairs**

- Number of NEW policies developed or updated

|                                |
|--------------------------------|
| <b>N/A for Student Affairs</b> |
|--------------------------------|

- Number of responsible areas that are completing assessments and demonstrating continuous improvement for the current year
- Number of administrative peer reviews conducted for the current year

|   |
|---|
| <b>The Student Health Center and the Counseling Center completed their CAS Self Assessment Guides and on-site review by the external reviewers and campus committees.</b> |
|---|

- Number of program reviews completed/submitted to the Texas Higher Education Coordinating Board for the current year
- Number of required major state and national reports completed and submitted for the current year

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

- Total dollar amount raised for the current year
- Total dollar amount raised per strategic fundraising priority area

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

- Number of NEW safety support activities introduced
- Number of NEW educational activities related to applicable laws (e.g., Title IX, Campus Save Act, Violence Against Women Act)

**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
- Number of applications using Two Factor Authentication
- Number of reported security incidents for the current year

**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

**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
- Dining and vending sales volume at Round Rock Campus compared to prior year
- Number of NEW non-faculty positions added at Round Rock Campus
- Number and total cost of NEW technology initiatives implemented at Round Rock Campus during the current year
- Total technology expenditures for the current year at Round Rock Campus

**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
- Adoption rates of new technology implementations/upgrades

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

- Number of NEW campus business improvements

**Campus Recreation- fitness/wellness started online sales, outdoor recreation started online U Camp reservations and equipment rentals/sales, and intramurals started online liability waivers.**

- Number of electronic documents processed through Adobe Sign
- Number of NEW functionalities implemented via mobile technology
- Number of NEW cloud solutions vetted and approved
- Increase in percentage of employees signed up to receive electronic W-2s compared to prior year
- Decrease in percentage of Outstanding Charges Receivable compared to prior year
- Increase in number of vendors in the TSUS Marketplace compared to prior year
- Increase in percentage of automatically paid invoices using 2-way match compared to prior year
- Increase in utilization of Concur Travel Management tools compared to prior year

**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
- Number of NEW cultural and diversity programs

**The LBJ Student Center held 3 cultural and diversity programs.**

**The Student Health Center partnered with the Center for Diversity and Gender Studies to organize the Activism for the Woke Brown Girl program to discuss**

**the importance of Hispanic women engaging in activism with 90 students attending two programs.**

**As a component of the Dean of Students Office, the Attorney for Students Office was authorized to hire a new immigration attorney to support the Texas State University international/non-citizen students.**

**Campus Recreation hosted Zeta Phi Beta Sorority Inc. Homecoming Humpday social.**

**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

**The Parent and Family Relations Program as part of Retention Management and Planning, provided the bilingual Collegiate Parent Guide during New Student Orientation and Residence Hall Move-In. The program distributed approximately 7,700 copies to parents and family members.**

**Data from the Dean of Students Office areas:**

- 1. As part of the 2017-2018 Common Experience, the Attorney for Students Office assisted in the development of an off-campus Philosophy Dialog Series that would bring discussions on various topics into the San Marcos community.**
- 2. The Leadership Institute and Student Leadership Board partnered with Goodnight Middle School in San Marcos, Texas to host a leadership conference for their students. Student Leadership Board members worked with the principal (1) and school counselors (2) to develop the conference agenda, and promoted the institution indirectly to the parents of 71 student participants.**

- Number and percent of alumni (undergraduate degree holders) donating to Texas State compared to prior year
- Number and percent of recent (graduated within last five years) alumni donating to Texas State compared to prior year
- Number of NEW alumni achievement awards for the current year
- Number of NEW Alumni Association sponsored and co-sponsored events and number of participants
- Number of NEW recognized alumni chapters
- Number of NEW alumni chapter-hosted events and number of participants

**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

**The Counseling Center initiated the use of the Therapy Assistance Online (TAO) program which was utilized by 101 Counseling Center clients and 534 self-help users.**

**The Student Health Center held the following new programs:  
Student Recovery Alliance: a new student organization created in collaboration with Care Counseling San Marcos to provide a safe place for students in recovery from addiction to share experiences, celebrate triumphs, plan sober events and further explore sobriety. 15 students have participated in the organization.**

**Vagina Monologues: a program to discuss sexual assault prevention. The Student Health Center partnered with Alkek Library to host the event. Number of student participants not available.**

**Never Give Up: a program to talk about the importance of preventing distracted driving. Tyson Dever, a graduate of Texas State University, and paralyzed survivor of a distracted driving car accident, discusses the life-altering consequences of distracted driving. 52 students attended the program.**

**Screening for depression and anxiety was implemented by the Student Health Center for all new patients. 4,161 students were screened.**

**The scope of care for Nurse Practitioners at the Student Health Center was expanded to include initial evaluation and treatment of depression and anxiety. This doubled the capacity of the Student Health Center to provide this important mental health service. 420 students were seen for an initial mental health evaluation by a Nurse Practitioner.**

**The Student Health Center implemented a sexually transmitted infection screening campaign called "It's Worth Knowing" to encourage students to be tested. 2,266 students completed screening.**

**The Student Health Center partnered with the Department of Communication Studies to provide free HIV testing as part of the Sexual Health Assessment and Risk Education Grant (SHARE) from the Substance Abuse and Mental Health Services Administration (SAMHSA). 1,535 students received free HIV testing.**

**The Student Health Center implemented a domestic Student Health Insurance Plan option for Texas State students. This expanded access to affordable health insurance beyond international students who are required to have insurance. 362 domestic students purchased the health insurance.**

**Data from the Dean of Students Office areas:**

- 1. Fraternity & Sorority Life Office staff created a workshop series that included the following:
  - a) Fraternity and Sorority Executive Officer Risk Management Training;**
  - b) Keynote speaker, Tracy Maxwell, founder of HazingPrevention.org;**
  - c) National Hazing Prevention Week activities;****

d) Keynote Speaker, TJ Sullivan, who spoke about "Motivating the Middle" for leadership development;

e) Johnny Quinn, U.S. Olympic Athlete, who spoke about "Bringing out the Olympian within you" for leadership development; and

f) Jessica Gendron Williams from Phired Up Productions who provided training to the fraternity and sorority members about improved membership recruitment methods and social excellence skills.

2. The Fraternity & Sorority Life Programming Board of Directors focused on the major areas of leadership development, community service, school spirit, positive public relations and community and campus involvement for its cocurricular activities that involved more than 2,000 men and women, including:

a) hosting and coordinating Greek Olympics;

b) hosting and coordinating Greeks Got Talent;

c) collaborating with Campus Recreation to encourage participation in Intramural Sports;

d) collaborating with the San Marcos School Fuel program;

e) collaborating with Hays County Boys & Girls Club to coordinate two community wide service projects; and

f) collaborating with Hays County Food Bank to coordinate two community wide service projects.

3. The Fraternity & Sorority Life Office staff took student leaders to the Association of Fraternal Leadership and Values (AFLV) Meeting from February 7-11, 2018. Texas State was represented by 20 students and three (3) Dean of Students Office staff members at the AFLV Conference, the largest gathering of fraternity and sorority leaders in the nation. The Panhellenic Council (PHC) was recognized at the conference for their council programming and administration.

4. The Fraternity & Sorority Life Office hosted the fourth annual Chapter President's retreat on April 7-8, 2018 at T Bar M Ranch in New Braunfels, Texas. Each fraternity and sorority sent their chapter president who were joined by the Fraternity & Sorority Governing Council President for a weekend of leadership development training, goal setting, and dialogue on community challenges and trends for a total of more than 50 participants.

5. The Fraternity & Sorority Council Executive Officer Kick-Off Leadership Trainings were hosted with various leadership training sessions held on August 24, 2018, led by the Fraternity & Sorority Life staff to implement the new focus areas of the Reinstatement & Recommitment documents following the moratorium held upon fraternity and sorority life from November 2017 to February 2018 and introduce the new staff members to the student leaders, review the calendar of events for the year, and participate in interactive programming. The retreat was held at the Texas State Freeman Ranch facility.

**Campus Recreation- October Fitness Challenge had approximately 55 participants.**

- Number of NEW faculty and staff health and wellness activities provided and number of participants
- Employee Assistance Program utilization rate compared to prior year

**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

**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
- Number and total cost of NEW infrastructure repair and renovation projects completed
- Total square footage of NEW construction or additions completed
- Percentage of data switches less than five years old
- Percentage of servers in the data center running under virtual machines