

SPG - NonAcademic Report 2021-22

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
(A.1.) Academic Excellence: Provide a comprehensive academic experience	Academic and Student Support - Library	2.1	The library will continue to offer enriching co-curricular programs that address the needs of a diverse and growing university community.	The library will add 15 new FAQ entries annually, based on failed searches and new resources or services, review and update 10 LibGuides annually based on faculty requests or patron needs and will increase usage of the synchronous virtual reference system by 5% each year.	97 guides were updated during this fiscal year. 1 new FAQ was created during this fiscal year. There was a 2% increase in virtual reference requests this year.	Target Not Met
				The library will conduct a minimum of 40 in person sessions per year, 5 co-curricular workshops per year, and review and update the instruction libguide with materials on a semester basis.	The instruction libguide was updated during this fiscal year and conducting 53 in person sessions during that time, 40 of which were co-curricular.	Target Met
	Administrative Support - Outreach and Innovation	2.1	Enhance teacher effectiveness in participating K-12 school districts across the state by providing a comprehensive	Overall PLA courses sold will grow by at least 5% from the previous fiscal year.	There was a 35% increase in the number of PLA courses sold. July 1, 2020-June 30, 2021 = 803 July 1, 2021-June 30, 2022 = 1085	Target Met

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	Administrative Support - Outreach and Innovation	2.1	program of professional development (Professional Learning Academy online courses) to increase content knowledge and instructional practices.	Overall PLA courses sold will grow by at least 5% from the previous fiscal year.	There was a 35% increase in the number of PLA courses sold. July 1, 2020-June 30, 2021 = 803 July 1, 2021-June 30, 2022 = 1085	Target Met
				Overall PLA participation will grow by at least 5% from the previous fiscal year.	There was a 35% increase in PLA participation. July 1, 2020-June 30, 2021 = 413 PLA participants July 1, 2021-June 30, 2022 = 556 PLA participants	Target Met
		2.2	Increase the rate of teacher satisfaction in Professional Learning Academy online course participants.	At least 75% of individuals participating in a Professional Learning Academy online course will report a high satisfaction rate upon completion	98% of PLA participants reported a high satisfaction rate upon completion of their PLA course(s) during the 2021-2022 fiscal year.	Target Met
(A.2.) Academic Excellence: Prepare students to be life-long learners and contributing members of today's global economy	Academic and Student Support - Athletics	5.1	The Department of Athletics will maintain consistent expectations for students and staff with a goal-oriented focus and provide a high quality student-athlete experience.	Consistently reducing the number of participants by 10% from fall to spring beyond the mandated term.	Baseball- had 9 in the Fall 2021 and 4 in Spring 2021 Softball- had 10 in the Fall 2021 and 2 in Spring 2021 Men's Soccer- had 2 in the Fall 2021 and 4 in the Spring 2021 Volleyball- had 7 in the Fall 2021 and 1 in the Spring 2021 Women's Cross Country- had 2 in the Fall 2021 and 1 in the Spring 2021 Men's Cross Country- had 0 in the Fall 2021 and 1 in the Spring 2021 Women's Tennis- had 2 in the Fall 2021 and 0 in the Spring	Target Met

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(A.2.) Academic Excellence: Prepare students to be life-long learners and contributing members of today’s global economy	Academic and Student Support - Athletics	5.1	The Department of Athletics will maintain consistent expectations for students and staff with a goal-oriented focus and provide a high quality student-athlete experience.	Consistently reducing the number of participants by 10% from fall to spring beyond the mandated term.	2021 Men's Tennis- had 0 in the Fall 2021 and 1 in the Spring 2021 Men's Golf- had 3 in the Fall 2021 and 0 in the Spring 2021 Women's Golf- had 0 in the Fall 2021 and 1 in the Spring 2021 Women's Soccer-had 1 in the Fall 2021 and 3 in the Spring 2021 Men's Basketball- had 2 in the Fall 2021 and 8 in the Spring 2021 Women's Basketball- had 6 in the Fall 2021 and 3 in the Spring 2021 Men's Track-had 2 in the Fall 2021 and 1 in the Spring 2021 Women's Track- had 2 in the Fall 2021 and 1 in the Spring 2021 Total in Fall 2021- 48 Total in Spring 2021- 31 Reduced participants by 47 (less)	Target Met
				Maintain a Student-Athlete Retention at 70% or higher	Coordinator did not provide.	Inconclusive
	Academic and Student Support - Campus Recreation	3.1	Students who are employed at Stark Recreation Center will gain or improve their leadership skills.	90% of student employees will report on the Employee Evaluation Form that their leadership skills improved as a result of working for Campus Recreation.	Our end of the year student evaluations were completed in April 2022. 92.9% of 21 students strongly agreed that their leadership skills have improved since being employed at MUW Campus Recreation.	Target Met
	Academic and Student Support - Study Abroad	2.1	The Study Abroad program will increase the	15% of the students studying abroad who	We do not have sufficient data for this information due to the fact only one student participated in a study abroad	Inconclusive

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	Academic and Student Support - Study Abroad	2.1	number of first generation students who participate in summer/semester/year-long study abroad programs.	participated in the Post Study Abroad Survey will be first generation study abroad students.	program in the 2021.	Inconclusive
(A.3.) Academic Excellence: Provide resources to foster excellence in teaching	Academic and Student Support - Center for Teaching and Learning	2.1	New instructional technology will be placed in classrooms across campus annually.	Conduct a needs consultation and installation of new classroom technology, either hardware or software, in at least 8 classrooms on campus per year.	No needs consultation has been conducted. A new KCTL Director was hired June 1st (6/1/2022)	Target Not Met
		2.2	Faculty will be satisfied with their ability to effectively use new instructional technology, both software and hardware, for face-to-face, online, and hybrid instruction.	75% of faculty member's self-reported outgoing perceived skill level will be at least one level higher than their self-reported incoming perceived skill level on the Instructional Technology Survey.	No follow-up surveys were distributed. A new KCTL Director was hired June 1st (6/1/2022)	Inconclusive
				The average score of those participating in the Instructional Technology Survey, which reflects faculty satisfaction with training, will be a 3.8 on a 5.0 scale.	No follow-up surveys were distributed. A new KCTL Director was hired June 1st (6/1/2022)	Inconclusive

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	Academic and Student Support - Library	1.1	The library will continue to investigate and adopt resources, services, and spaces to create a fertile environment for research, teaching, and learning.	The library will expect a 5% increase in overall satisfaction with the library's services on the Faculty Library Survey	Faculty Library Survey was not sent it out during the 2021-2022 fiscal year.	Inconclusive
				The library will increase faculty requests by 2% overall.	105 of 522 titles purchased this year were by faculty request. Compared to last year's 118 out of 772, this is a 5% increase in faculty requests.	Target Met
(A.4.) Academic Excellence: Recruit and retain a diverse faculty and staff	Administrative Support - Human Resources	1.1	Human Resources will assist units in advertising positions through the most cost-effective, efficient means possible focusing on diverse hires.	75% of diverse hires will select a diverse advertising method on how they heard about the position.	Based on the calculation method we used, the number of applicants hired as a result of diversity ads was 20%. Although this number is lower than last year, our total number of diverse hires increased 133%. With the addition of Facilities, employees hired for those positions had knowledge of the job openings through internal department announcements as opposed to diversity ads. We consistently used the Military Upgrade to our advertising options through HigherEd Jobs and advertised faculty and upper level staff positions through this national advertising medium in an effort to increase diverse hires. As part of the posting process in HR, all job posting links are emailed to a contact at CAFB who sends the job information to military spouses and dependents through their communication channels and	Target Not Met

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(A.4.) Academic Excellence: Recruit and retain a diverse faculty and staff	Administrative Support - Human Resources	1.1	Human Resources will assist units in advertising positions through the most cost-effective, efficient means possible focusing on diverse hires.	75% of diverse hires will select a diverse advertising method on how they heard about the position.	social media. We have also sent job information locally to the WIN Job Center. These two efforts continue to broaden recruitment efforts for lower level staff positions that are recruited locally and regionally.	Target Not Met
(B.1.) Advancement Excellence: Continue a culture of giving	Administrative Support - Development and Alumni	1.1	The Office of Development and Alumni will expand its outreach efforts by meeting with more donors and prospective donors to increase dollars raised in the next fiscal year.	Increase both number of donors and number of gifts donated by 15% from the previous fiscal year.	Coordinator did not provide.	Inconclusive
				Increase the number of donor contacts and therefore donor meetings by 25% from the previous fiscal year.	The total number of action items were 930 which is a 60% increase over prior year. The percentage of donors didn't increase by 25%. We increased by two donors so we remained flat for the year.	Target Met
(B.2.) Advancement Excellence: Foster pride in the university and its programs	Academic and Student Support - Athletics	1.1	The Department of Athletics will maintain a continuous progression for attaining NCAA Membership within five years.	Continued achievement of sport roster numbers. Baseball – 30 Women's Cross Country – 7 Men's Soccer – 24 Softball – 20 Women's Volleyball – 14	Coordinator did not provide.	Inconclusive

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
				Continued achievement of sport sponsorship minimums for contests.	Baseball –25 (min) games (played) 33 games & Roster Size: 28 Women's Cross Country –5 (min) 5 events (played) & Roster Size: 8	Target Met
			Baseball – 25 games	Men’s Soccer –13 (min) games (played) 19 games & Roster Size: 21		
			Cross Country – 5 events	Softball – 24 (min) games (played) 37 games & Roster Size: 24		
			Men’s Soccer – 13 games	Women’s Volleyball –17 (min) 19 matches (played) & Roster Size: 21		
			Softball – 24 games	Men's Cross Country- 5 (min) events (played) 5 events & Roster Size: 7		
			Women’s Volleyball – 17 matches	Women's Soccer- 13 (min) games (played) 16 games & Roster Size: 21		
				Women's Basketball- 18 (min) games 18 (played) & Roster Size: 14		
				Men's Basketball- 18 (min) 18 games (played) & Roster Size: 21		
				Men's Golf- 6 (min) contests (played) 8 contests & Roster Size: 11		
				Women's Golf- 6 (min) contests (played) 7 contests & Roster Size: 4		
				Men's Tennis- 10 (min) contests (played) 16 contest & Roster Size: 13		
				Women's Tennis-10 (min) contests (played) 15 contest & Roster Size: 13		
				Men's Indoor Track- 5 (min) events (played) 2 events & Roster Size: 16		
				Women's Indoor Track-5 (min) events (played) 1events & Roster Size: 12		
				Men's Outdoor Track-6 (min)		

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					Continued achievement of sport sponsorship minimums for contests. Baseball – 25 games Cross Country – 5 events Men’s Soccer – 13 games Softball – 24 games Women’s Volleyball – 17 matches	events (played) 0event & Roster Size: 12 Women’s Outdoor Track-6 (min) events (played) 0 event & Roster Size: 11	Target Met
	Academic and Student Support - Campus Recreation	2.1	Campus Recreation will provide a welcoming facility for guests through service in a thoughtful and proactive manner.	90% of Customer Satisfaction Survey participants will indicate that Campus Recreation staff was helpful and courteous.	We implemented a Customer Service Satisfaction Survey in June of 2022; 97.4% of 38 participants surveyed found the Campus Recreation staff to be helpful and courteous.	Target Met	
	Academic and Student Support - Center for Women's Research and Public Policy	1.1	Newly trained student interviewers involved in the Women’s Oral Histories project will complete interviews of an MUW alumnae to be added to the University Archives. In the process, students will learn about multigenerational women’s	Student mentors will instruct 5 new trainees to produce acceptable Women’s Oral Histories interviews.	Four students were trained to conduct oral history interviews in Spring 2022. As part of their training, they reviewed and revised the Golden Girls Oral History procedures for recruiting students interviewers in future years and recruiting Golden Girls for interviews. They also worked with the CWRPP director and Dr. Erin Kempker, Professor of History and Chair of the History, Political Science, and Geography Department to submit an IRB proposal, which included revising the Deed of Gift/Consent form, Biographical	Target Not Met	

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	Academic and Student Support - Center for Women's Research and Public Policy	1.1	accomplishments and challenges.	Student mentors will instruct 5 new trainees to produce acceptable Women's Oral Histories interviews.	Survey form, and interview script, to ensure the project was meeting best practices for academic research. Unfortunately, no Golden Girls signed up for interviews. One student did interview an older alumna who was on campus for Homecoming, but that student failed to properly record the interview, rendering it unusable for the Archives. This student was considered the most prepared interviewer by the faculty and had, in fact, completed previous oral history interviews successfully.	Target Not Met
	Academic and Student Support - Library	4.1	The library will continue to work towards creating a center for research into Mississippi women's history and leadership.	The library will make available five new collections annually.	7 collections were made available through the archives this year.	Target Met
	Administrative Support - Development and Alumni	3.1	The Office of Development and Alumni will increase students' interest in joining the Alumni Association.	65% of students participating in the Graduation Survey will state that they have plans of joining the Alumni Association.	47.47%- yes 52.53%- no	Target Not Met
	Administrative Support - Institutional Research and Assessment	2.1	Institutional Research and Assessment will provide information to enhance university business processes	30% overall response rate for the annual Staff Satisfaction Survey.	This year, there was a response rate of 39% (87 of 224 responding) for the 2021-22 Staff Satisfaction Survey. The response rate was 43% last year.	Target Met

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	Administrative Support - Institutional Research and Assessment	2.1	among staff.	30% overall response rate for the annual Staff Satisfaction Survey.	This year, there was a response rate of 39% (87 of 224 responding) for the 2021-22 Staff Satisfaction Survey. The response rate was 43% last year.	Target Met
		2.2	Institutional Research and Assessment will provide information to enhance university business processes among faculty.	50% overall response rate for the annual Faculty Satisfaction Survey.	This year, we had a response rate of 29% (60 of 206 responding) to the 2021-22 Faculty Satisfaction Survey. This compares to 78% last year.	Target Not Met
	Administrative Support - University Relations	1.1	Increase awareness of programs and offerings among faculty to encourage on-campus engagement through internal newsletter, web and social media postings and media boards.	75% of Faculty Satisfaction Survey participants will either "agree" or "strongly agree" that University Relations' internal newsletters, web and social media postings and media boards increase their awareness of the University's programs and offerings.	91% of faculty "strongly agree" or "agree" that University Relations' internal newsletters, web and social media postings and media boards increase their awareness of MUW's programs and offerings.	Target Met
				75% of Staff Satisfaction Survey participants will either "agree" or "strongly agree" that University Relations' internal newsletters,	87% of Staff Satisfaction Survey participants "strongly agree" or "agree" that University Relations' internal newsletters, web and social media postings and media boards increase their awareness of the University's programs and offerings.	Target Met

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					web and social media postings and media boards increase their awareness of the University's programs and offerings.	87% of Staff Satisfaction Survey participants "strongly agree" or "agree" that University Relations' internal newsletters, web and social media postings and media boards increase their awareness of the University's programs and offerings.	Target Met
		1.2	Foster giving and raising awareness of the University by highlighting stories about students, faculty, staff and alumni and promoting an understanding of the University's program and offerings in Visions magazine, which is peer recognized.	65% of Alumni Survey participants will either agree or strongly agree that Visions increases their awareness of the University's programs and offerings and encourages them to give to the University.	The Alumni Survey was administered in Spring 2022. While the 65% target was not met, over half of alumni (52%) who participated in the Alumni Survey agreed or strongly agree that Visions increases their awareness of the University's programs and offerings and encourages them to give to the university. As part of the survey, UR also asked alumni to share which university social media platforms they follow. The majority stated Facebook (89%), Instagram (52%), Twitter (10%), YouTube 8%), TikTok (9%), LinkedIn (24%)	Target Not Met	
				Publish at least two issues per fiscal year -- budget/resources permitting.	There were two issues of Visions published highlighting stories about students, faculty, staff and alumni promoting an understanding of the University's program and offerings.	Target Met	
(B.3.) Advancement Excellence: Offer more programming representative of diverse alumni base	Administrative Support - Development and Alumni	2.1	The Office of Development and Alumni will work with the Mississippi University for Women Alumni Association ("MUWAA") Board to create	Add one new active alumni affinity group each year.	We did not add any new chapters or groups in FY 2022	Target Not Met	

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(B.3.) Advancement Excellence: Offer more programming representative of diverse alumni base	Administrative Support - Development and Alumni	2.1	new alumni affinity groups and use social media to advertise good news.	Add one new active alumni affinity group each year.	We did not add any new chapters or groups in FY 2022	Target Not Met
				Increase the number of alumni followers on social media by sharing University updates and Alumni updates by fifty followers each year.	We increased our social media presence.	Target Met
(B.5.) Advancement Excellence: Enhance services to shape career-ready graduates	Academic and Student Support - Student Life	2.1	Student Life will increase the Leadership Program students' understanding of self and others through leadership programming opportunities.	85% of Leadership Program students participating in the Program Exit Survey will rate that they agree or strongly agree to being comfortable articulating their strengths and weaknesses in their leadership styles as an aspect of demonstrating an understanding of self.	The program did not conduct the Exit Survey.	Inconclusive
				85% of Leadership Program students participating in the Program Exit Survey will rate that they agree	The program did not conduct the survey.	Inconclusive

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				or strongly agree to being comfortable describing their leadership style as an aspect of demonstrating an understanding of self.	The program did not conduct the survey.	Inconclusive
				85% of students participating in the Leadership Programming Surveys will either agree or strongly agree to have an increased understanding of others.	Due to Advisor/staff transitions, we did not conduct the exit survey.	Inconclusive
	Administrative Support - Development and Alumni	4.1	The Office of Development and Alumni will increase the number of participants at Homecoming each Spring.	The number of Homecoming participants will increase by 5% from the previous year.	HC participants was 367	Target Met
	Administrative Support - Institutional Research and Assessment	1.1	Institutional Research and Assessment will assist with promoting strong academic advising, mentorship, and other student-centered support services to promote student	70% overall response rate for the annual Graduation Survey.	The 2020-21 Graduation Survey response rate is 80% with 768 of 963 recipients responding. This is slightly lower than our response rate of 83% last year.	Target Met

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	Administrative Support - Institutional Research and Assessment	1.1	retention.	70% overall response rate for the annual Graduation Survey.	The 2020-21 Graduation Survey response rate is 80% with 768 of 963 recipients responding. This is slightly lower than our response rate of 83% last year.	Target Met
(C.1.) Community Connections: Cultivate collaborations to create healthy and vibrant communities.	Academic and Student Support - Campus Recreation	1.1	The Spring Fitness Challenge will motivate MUW students, faculty, staff, and Stark Recreation community members to live healthier lifestyles.	75% of Spring Fitness Challenge Survey participants will indicate that they are likely to continue their wellness goals after completing the fitness challenge.	In Spring of 2022 we ran an eight-week challenge that showed that 78.6% of participants said they are likely to continue their wellness goals after completing the challenge.	Target Met
	Academic and Student Support - Counseling Services	1.1	The Counseling Center will make an effort to increase awareness of mental health coping skills and mental health services available to students.	At least 50 students will participate in one campus-wide mental health program offered by the Counseling Center.	At least 50 Students did participate in one campus-wide program.	Target Met
		1.2	The Counseling Center will build relationships within the community to ensure that resources are readily available to counseling center staff and students as needed.	Counseling Center staff will build a working relationship by obtaining a partnership with at least 1 program from a community agency.	Target met with various community agencies to expand Mental Health ideas and activities.	Target Met
	Academic and Student Support -	2.1	The Office of Housing and Residence Life	Increase the satisfaction mean to 5.6 on a	The Office of Housing and Residence Life did administer the Resident Assessment	Inconclusive

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	Housing and Residence Life	2.1	will increase the average satisfaction rating of programs/activities sponsored by our staff regarding social/educational/cultural programs conducted in the residence halls.	scale of 1-7 (with 7 being "very satisfied") will be achieved on the ACUHO-i/Benchmarks Resident Assessment survey regarding the social/educational/cultural programs conducted in the residence halls.	survey. However, "Q030. Hall/Apt. Activities - How satisfied are you with programs and activities sponsored by your hall/apt. building regarding: social/educational/cultural programs" was omitted from the survey this year.	Inconclusive
		2.2	The Office of Housing and Residence Life will increase the average satisfaction rating of programs/activities sponsored by our staff regarding quality of programs.	Increase the satisfaction mean to 5.6 on a scale of 1-7 (with 7 being "very satisfied") will be achieved on the ACUHO-i/Benchmarks Resident Assessment survey regarding quality of programs offered by the department of Housing and Residence Life.	The Office of Housing and Residence Life achieved a 5.85 satisfaction rating for Quality of Programs for FY22 in our ACUHO-i/Benchworks Resident Assessment survey.	Target Met
	Academic and Student Support - Student Life	3.1	Student Life will increase educational opportunities through community service projects.	Four community service events/initiatives will be provided through Student Life each Fiscal Year.	We submitted the logged hours from campus departments and Engage online management system. However, we did not host four community service events.	Target Not Met
	Administrative Support - Police Department	1.2	The Police Department will promote reciprocal trust	5% decrease in complaints submitted against the	The police department did not receive any complaints through July 2021-June 2022.	Target Met

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	Administrative Support - Police Department	1.2	between the university community and the Police Department.	police department from the previous year.	The police department did not receive any complaints through July 2021-June 2022.	Target Met
		2.1	The Police Department will make an effort to provide a safe environment for faculty, staff, students, and visitors.	5% decrease in filed offense reports annually within MUW from the previous year.	70% increase of incident reports due to increased campus population as a result of Covid 19 protocols.	Target Not Met
(C.2.) Community Connections: Provide outreach to underserved and diverse populations of our communities	Academic and Student Support - Student Life	3.1	Student Life will increase educational opportunities through community service projects.	Four community service events/initiatives will be provided through Student Life each Fiscal Year.	We submitted the logged hours from campus departments and Engage online management system. However, we did not host four community service events.	Target Not Met
(C.3.) Community Connections: Forge meaningful and engaged partnerships that provide real-life experiences for students	Academic and Student Support - Center for Women's Research and Public Policy	2.1	The CWRPP will train undergraduate college women to enter elected or appointed public service.	100% of students in LDR 250 will complete a public policy group project, including a mock presentation before a senate subcommittee.	LDR 250 was replaced with POL 365 and WS 365 in the 2020-2021 MUW Bulletin to make the course title "Mississippi Women in Politics" and subject-area symbol options (WS for women's studies or POL for political science) better reflect the course objectives and content. Six students enrolled in these courses (4 in POL; 2 in WS) in Summer 2021 and 100% completed the 2022 Action Project, including a mock legislative committee hearing. Students researched proposals to eliminate the state income tax and prepared testimony from the perspective of a fictional interest group coalition, with each group representing a different set of policy preferences. Their	Target Met

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(C.3.) Community Connections: Forge meaningful and engaged partnerships that provide real-life experiences for students	Academic and Student Support - Center for Women's Research and Public Policy	2.1	The CWRPP will train undergraduate college women to enter elected or appointed public service.	100% of students in LDR 250 will complete a public policy group project, including a mock presentation before a senate subcommittee.	presentations included a Q&A session from a mock legislative committee whose members included the CWRPP director, the TVA's Government Relations Manager for MS, the District 11 Circuit Court Judge, and a staff attorney for the MS Senate.	Target Met
				100% of students in LDR 250 will practice professional networking at a reception for elected-women officials in the state capital.	In 2022, the CWRPP Director used grant funds to extend the time students spent in the state capital, Jackson, and to host a large networking reception on the second day in the city in addition to guest panels at the Capitol Building on the first day. Guests at the reception included women serving in elected and appointed office as well as government relations professionals representing industry, nonprofits, and government agencies. The keynote address was delivered by Mayor Robyn Tannehill of Oxford, MS. Grant funds were also used to provide all students with personalized business cards, and program staff--Peer Mentors and Faculty in Residence--discussed networking basics with students on the charter bus ride to Jackson in order to prepare them for the event. After each guest panel, a 15-minute window for networking was scheduled, and students were encouraged to introduce themselves, exchange business cards, and later follow up with guest speakers whose career aligned with their interests. At	Target Met

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				100% of students in LDR 250 will practice professional networking at a reception for elected-women officials in the state capital.	the networking event, program staff helped introduce students and facilitate conversations during the "mix and mingle" reception and then over lunch. The events were a huge success, with students actively engaged and proudly exchanging their business cards throughout the trip. In oral program evaluations, students praised the trip to Jackson and encouraged the Director to continue purchasing business cards. In a survey conducted in February 2023, 83% of students from the 2022 summer institute reported that they had expanded their personal network of politically and/or civic-minded peers and 50% said they had made new connections with elected officials or community leaders as a result of their participation in the program. When asked an open-ended question about whether and why they would recommend the program to other college students, one student said she would encourage students to attend "especially for networking purposes." Though only 5 students responded to the survey, this provides additional evidence that the program is meeting its goals.	Target Met
		2.2	Enhance the New Leadership Program to give graduate students the opportunity to practice hands-	At least one graduate student in Women's Leadership will complete a practicum	One graduate student in Women's Leadership completed a WS 510 Practicum in the Spring 2021 semester helping to plan the agenda, develop the curriculum, and recruit undergraduate students	Target Met

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		2.2	on development of other women leaders.	connected to the Mississippi New Leadership Program earning 1-3 hours of graduate credit.	for the NEW Leadership Mississippi summer institute.	Target Met
		2.3	In partnership with the MUW Development Office, the director will seek new business partnerships as financial sponsors of Faculty In Residence (FIRS) in NEW Leadership	One new business partnership will be established as financial sponsors each fiscal year.	No business partnerships were established as financial sponsors for NEW Leadership MS Faculty in Residence. The new CWRPP director has not pursued corporate sponsorship; instead, she has focused on social media fundraising campaigns through the Office of Development and Alumni and grants from a wide variety of sources. In September 2021, the CWRPP was awarded a \$50,000 grant from the Ascend Fund, a collaborative foundation established by Panorama Global to increase women's political representation.	Target Not Met
	Academic and Student Support - Study Abroad	3.1	The Study Abroad program will create new and enhance the current international partnerships to include service learning projects and volunteer opportunities for MUW's students abroad.	The coordinator will secure at least one new international partner school in the next three academic years.	This target was not met given the uncertainty of travel due to Covid-19 restrictions and the reluctance of university to expand or incur new exchange programs.	Target Not Met
		3.2	The Study Abroad program will provide a safe	There will be no reported incidents.	There were no incidents reported during the summer 2021.	Target Met

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		3.2	environment for study abroad students.	There will be no reported incidents.	There were no incidents reported during the summer 2021.	Target Met
	Administrative Support - Outreach and Innovation	1.1	Enhance Mississippi Governor's School effectiveness by providing a comprehensive program of academic, creative, and leadership experiences to increase a community of scholars who inspire in each other a discovery of self, a love of learning, and a desire to use their gifts and talents to improve society.	Overall MGS applicants will grow by at least 5% from the previous fiscal year.	There was an 11% increase in the number of 2022 MGS applications (79) to the 2021 MGS applications (71). We feel as if there was still some hesitancy in applying due to potential COVID restrictions that were unpredictable at the time applications were due (December 2021).	Target Met
		1.2	Increase the rate of satisfaction in Mississippi Governor's School scholars.	At least 75% of scholars participating in MGS interest area course evaluation survey will report a high satisfaction rate upon completion.	99% of scholars participating in the 2022 MGS reported a high satisfaction rate upon completion of their afternoon academic course.	Target Met
				At least 75% of scholars participating in MGS major course	91.75% of scholars participating in the 2022 MGS reported a high satisfaction rate upon completion of their morning academic course.	Target Met

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				evaluation survey will report a high satisfaction rate upon completion.	91.75% of scholars participating in the 2022 MGS reported a high satisfaction rate upon completion of their morning academic course.	Target Met
				At least 75% of scholars participating in MGS overall evaluation survey will report a high satisfaction rate upon completion.	95.5% of scholars participating in the 2022 MGS reported a high satisfaction rate upon completion of the overall MGS program.	Target Met
	Administrative Support - Police Department	1.1	The Police Department will promote awareness of its employees and responsibilities throughout the university.	5% increase in interactions/meetings with student organizations (including Student Government Association) from the previous year.	The university police department met with 12 different campus and non-campus organizations from July 2021 through June 2022, providing departmental updates and various safety topics. This is a 200% increase from the previous year.	Target Met
		2.2	The Police Department will make an effort to broaden the communication among outside agencies to promote safety.	The Police Department will maintain open communications through meetings year-round with all of the MOU partners by holding 10 meetings collectively across the agencies.	The police department continued to conduct regular meetings with local first responding agencies.	Target Met
(D.1.) Degree Completion: Recruit a diverse student body to ensure a vital university community	Academic and Student Support -	1.1	The Office of Admissions will make an effort	The number of visits by students will	Comparing three years we saw more than a 3% increase in tours. Some months we saw	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
(D.1.) Degree Completion: Recruit a diverse student body to ensure a vital university community	Admissions	1.1	to increase the number of campus visits for high school and community college students through mail and email campaigns, advertisements on the MUW website and social media, and individual contacts at high schools. With implementing a new CRM (Slate) students will have easier access to our tour module.	increase by 3% over a two-year period.	double due to the loosening of Covid regulations. There was more campus engage with prospective from faculty and staff and students had a better sense of campus life due to the ability to engage for campus offices and buildings.	Target Met
		1.2	The Office of Admissions will attempt to yield (enroll) more high school students who complete an official MUW campus visit.	60% of enrolled students will complete a campus visit prior to their first day of class.	Due to switching and implementation of a new CRM, these numbers were not calculated; therefore, an accurate assessment is not attainable.	Inconclusive
		1.3	Admissions Counselors will make an effort to recruit, admit, and enroll more male students through high school and college visits, on campus recruitment programming,	1% growth rate in male freshmen students over a two-year period.	The overall enrollment was of high importance this year, so there were no targeted enrollment efforts specific to males. We were limited to virtual recruitment and allowed minimal access to face to face recruitment.	Target Not Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		1.3	and mail and email campaigns.	1% growth rate in male freshmen students over a two-year period.	The overall enrollment was of high importance this year, so there were no targeted enrollment efforts specific to males. We were limited to virtual recruitment and allowed minimal access to face to face recruitment.	Target Not Met
				1% growth rate in male transfer students over a two-year period.	See final enrollment report to see the decrease experienced this year. Growth is doable but the focus will need to be on marketing other programs that students could view as attainable.	Target Not Met
	Academic and Student Support - Housing and Residence Life	1.1	The Office of Housing and Residence Life will increase the number of New Freshmen living on campus each academic year.	50% of New Freshmen living on campus will return to live on campus Fall semester of their Sophomore year.	The Office of Housing and Residence Life had a 56% retention rate of Freshman to Sophomore students to live on campus for Fall '21.	Target Met
		1.2	The Office of Housing and Residence Life will increase the number of Returning Students living on campus each academic year.	35% of Sophomores living on campus will return to live on campus Fall semester of their Junior year.	The Office of Housing and Residence Life had 44.6% of Sophomores (Fall '20) to return to live on campus their Junior Year (Fall '22).	Target Met
	Academic and Student Support - Student Success Center	1.1	The Student Success Center will enhance the student onboarding process by providing a high-quality orientation experience for incoming freshmen and	90% of those participating will indicate that Orientation provides a good understanding of services by rating "strongly agree" or "agree".	569 students participated in the Orientation survey in sessions offered from July 2021 through June 2022. Of those students, 553 (97.2%) either selected 'Strongly Agree' (373) or 'Agree' (180) with the statement "This (Online/On-Campus) Orientation gave me a good understanding of all the services offered at The W."	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Academic and Student Support - Student Success Center	1.1	transfer students.	90% of those participating will indicate that Orientation provides a good understanding of services by rating "strongly agree" or "agree".	569 students participated in the Orientation survey in sessions offered from July 2021 through June 2022. Of those students, 553 (97.2%) either selected 'Strongly Agree' (373) or 'Agree' (180) with the statement "This (Online/On-Campus) Orientation gave me a good understanding of all the services offered at The W."	Target Met
	Administrative Support - University Relations	2.1	Increase social media traffic/engagement.	15% increase from previous year.	Social Media: Facebook +65.4 percent, Twitter -34.1 percent, Instagram -0.2 percent, LinkedIn -8.8	Target Met
		2.2	Increase the average contact points and length of contact with prospective students through improved website content and engagement.	This is the baseline year.	This is a new target	Inconclusive
(D.2.) Degree Completion: Provide equal access to advising, mentoring, and support services to all students	Academic and Student Support - Registrar	2.1	The Office of the Registrar will have a sample of student straight line audits checked by the Student Records Specialist each semester to ensure accuracy.	100% of the samples will be audited correctly.	149 random audits were sampled. 56% were error free.	Target Not Met
		2.2	The Office of the Registrar staff will attend conferences	80% of students participating in the Registrar Student	No results were collected. Only the prior registrar had access to this survey.	Inconclusive

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		2.2	and/or webinars throughout the year to improve customer interaction.	Satisfaction Survey will agree or strongly agree that their interaction with the Office of the Registrar staff was prompt and courteous.	No results were collected. Only the prior registrar had access to this survey.	Inconclusive
		2.3	The Office of the Registrar will provide support services to faculty.	80% of faculty participating in the Faculty Satisfaction Survey will agree or strongly agree that the Office of the Registrar supports their needs.	2021-2022 Faculty Satisfaction Survey Results Strongly Agree (22/58) - 38% Agree (30/58) - 52% Total (52/58) - 90% Disagree (3/58) - 5% Strongly Disagree (1/58) - 1% Not Applicable (2/58) - 3%	Target Met
	Academic and Student Support - Student Success Center	2.1	The Student Success Center will support the undergraduate academic advising process.	80% of those participating in the Academic Advising Survey will rate the quality of their academic advising as "good" or "very good."	243 undergraduate students participated in the Academic Advising survey during the 2022 Spring semester. Of those surveyed, students rated the quality of their advising as Very Good - 165 (67.9%), Good - 32 (13.17%), Acceptable - 30 (12.35%), Poor - 11 (4.53%) or Very Poor - 5 (2.06%). A total of 197 (81.07%) students surveyed rated the quality of their advising as Very Good or Good, meeting the target.	Target Met
		2.2	The Student Success Center (SSC) will provide enhanced support for students on academic probation.	65% of students enrolled in the Academic Recovery course (UN 098) will return to good academic standing or be placed on continuing probation after	Of the 72 students enrolled in the Academic Recovery course (UN 098), 25 returned to good academic standing, 15 were placed on continuing probation and 32 were placed on academic suspension. The combined total of students who returned to good standing or continuing probation equaled 55.5% of the total enrollment	Target Not Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		2.2	The Student Success Center (SSC) will provide enhanced support for students on academic probation.	completion of the program.	of the course, which did not meet the set goal of 65%.	Target Not Met
		2.3	The Student Success Center will provide access to course-connected academic support to students	75% of students participating in 3 or more Peer Mentor meetings will receive a grade of "C" or higher in the designated course.	Of the 46 students who participated in 3 or more Peer Mentoring sessions, 32 (69.5%) received a grade of "C" or higher. The grades of student participants are as follows: A (12), B (13), C (7), D (6), F (0), W (7)	Target Not Met
	Academic and Student Support - Systems and Network	2.1	Systems & Network will look for possible ways to provide high levels of student satisfaction.	75% of students participating in the Student Technology Survey will give an overall satisfied rating with the services offered through the Systems & Network department.	<p>The Student Technology Survey was released in March 2022. Participation increases/decreases are likely subject to influences from Covid-19 and new voluntary based Qualtrics survey versus previous year survey required upon Canvas login.</p> <p>The Student Technology Survey reported out the following satisfaction ratings for services provided by the Systems and Network department. *For the Office 365, GoogleDocs, Portal, and Internet/WiFi, those students' responses that were "Not Applicable" were taken out of the total number of responses amount.</p> <p>Systems & Networks analyzed a Student Technology survey to determine satisfaction levels in</p>	Target Not Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Academic and Student Support - Systems and Network	2.1	Systems & Network will look for possible ways to provide high levels of student satisfaction.	75% of students participating in the Student Technology Survey will give an overall satisfied rating with the services offered through the Systems & Network department.	<p>respective areas of IT. Individual category and overall satisfaction ratings are below:</p> <p>Office 365: Very Satisfied (77/188) 40.95% Satisfied (70/188) 37.23% Satisfaction Rating (147/188) 78.19% - Last Year: 67.73%</p> <p>GoogleDocs: Very Satisfied (73/182) 40.11% Satisfied (71/182) 39.01% Satisfaction Rating (144/182) 79.12% - Last Year: 67.73%</p> <p>Portal: Very Satisfied (75/208) 36.06% Satisfied (95/208) 45.67% Satisfaction Rating (170/208) 81.73% - Last Year: 75.78%</p> <p>Internet/WiFi: Very Satisfied (44/134) 32.84% Satisfied (31/134) 23.13% Satisfaction Rating (75/134) 55.97% - Last Year: 40.19%</p> <p>Tech Support: Very Satisfied (39/124) 31.45% Satisfied (36/124) 29.03% Satisfaction Rating (75/124) 60.48% - Last Year: 42.80%</p> <p>Overall Satisfaction Rating (78.19+79.12+81.73+55.79+60.48)/5 = 71.06% Last Year: 58.84%</p>	Target Not Met
(D.3.) Degree Completion: Assist students to maintain financial, physical, emotional, and mental well-being	Academic and Student Support - Campus Recreation	4.1	Students employed at Stark Recreation Center will strengthen their problem-	90% of student employees will report on the Employee Evaluation Form that their problem-solving	98.8% of the 21 employee students who were evaluated at the end of the year in April 2022, strongly agree that their problem solving skills have improved.	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
(D.3.) Degree Completion: Assist students to maintain financial, physical, emotional, and mental well-being	Academic and Student Support - Campus Recreation	4.1	solving skills.	skills improved as a result of working for Campus Recreation.	98.8% of the 21 employee students who were evaluated at the end of the year in April 2022, strongly agree that their problem solving skills have improved.	Target Met
	Academic and Student Support - Counseling Services	2.1	Continue to offer accessible programming and service that promote creative, intellectual, and social opportunities using our liberal arts focus for a diverse variety of campus and community members.	Interact with at least 50 individuals from programming for verbal or written evaluation.	Target Met. At least 50 individuals were queried as to the evaluation response for the program or presentation presented.	Target Met
		2.2	Using various methods of technology, the counseling center will be able to utilize tele-mental health to meet with clients as needed or desired.	Goal of 20 clients via tele-mental health per semester.	The Counselors were able to meet with clients over Telemental Health method. The record of the sessions were archived in Titanium. The option of using Telemental Health was part of any presentation to students. This informed students of the opportunity of Telemental Health sessions. A total of 365 Telemental health sessions were conducted for 8.01.2020-07.30.2022.	Target Met
	Academic and Student Support - Sexual Misconduct & Title IX	2.1	The University will make an effort to increase awareness among students regarding the University's sexual misconduct	75% of Graduation Survey participants will state that they were aware of how to file a sexual misconduct report.	2021-2022 Graduation Survey Results: Yes - (593/751) 78.96% No - (158/751) 21.04%	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Academic and Student Support - Sexual Misconduct & Title IX	2.1	(Title IX) policy.	75% of Graduation Survey participants will state that they were aware of how to file a sexual misconduct report.	2021-2022 Graduation Survey Results: Yes - (593/751) 78.96% No - (158/751) 21.04%	Target Met
75% of Graduation Survey participants will state that they were aware of what Title IX means.				2021-2022 Graduation Survey Results: Yes - (613/744) 82.39% No - (131/744) 17.61%	Target Met	
75% of Graduation Survey participants will state that they were aware that MUW has a sexual misconduct policy.				2021-2022 Graduation Survey Results: Yes - (709/748) 94.79% No - (39/748) 5.21%	Target Met	
		2.2	The Behavioral Intervention Team (BIT) will increase awareness among the staff regarding the team and reporting measures in order to strengthen reporting of student behaviors in which the team can intervene	90% of Staff Satisfaction survey participants will "strongly agree" or "agree" that they are aware that the University has a Behavioral Intervention Team (BIT).	2022 Staff Satisfaction Survey Results: Strongly Agree - (27/87) 31% Agree - (48/87) 55% Total - (75/87) 86% Disagree - (9/87) 10% Strongly Disagree - (1/87) 1% Not Applicable - (2/87) 2%	Target Not Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		2.2	and work to retain the student.	90% of Staff Satisfaction survey participants will “strongly agree” or “agree” that they are aware that the University has a Behavioral Intervention Team (BIT).	2022 Staff Satisfaction Survey Results: Strongly Agree - (27/87) 31% Agree - (48/87) 55% Total - (75/87) 86% Disagree - (9/87) 10% Strongly Disagree - (1/87) 1% Not Applicable - (2/87) 2%	Target Not Met
		2.3	The Behavioral Intervention Team (BIT) will increase awareness among the faculty regarding the team and reporting measures in order to strengthen reporting of student behaviors in which the team can intervene and work to retain the student.	85% of Faculty Satisfaction survey participants will “strongly agree” or “agree” that they are aware that the University has a Behavioral Intervention Team (BIT).	2022 Faculty Satisfaction Survey Results: Strongly Agree - (30/58) 52%% Agree - (23/58) 40% Total - (53/58) 92% Disagree - (4/58) 7% Strongly Disagree - (0/58) 0.0% Not Applicable - (1/58) 2%	Target Met
	Academic and Student Support - Student Life	1.1	Student Life will increase awareness of the university hazing prevention statement among students that are new members of social organizations.	90% of students participating in the Social Organization New Member Workshop Survey will either agree or strongly agree that they have an understanding	The New Member Workshop Survey was not done for the online training.	Inconclusive

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Academic and Student Support - Student Life	1.1	Student Life will increase awareness of the university hazing prevention statement among students that are new members of social organizations.	of the hazing prevention statement.	The New Member Workshop Survey was not done for the online training.	Inconclusive
(E.1.) Diversity, Equity & Inclusion: Create an inclusive and equitable campus climate reflective of the growing diversity in our communities, state and nation	Academic and Student Support - Admissions	2.1	Admissions Counselors will make an effort to recruit, admit, and enroll more out of state students (in contiguous states).	.25% growth rate in out-of-state contiguous transfer students over a two-year period.	We were down overall 25% for out of state recruitment. We will develop more feeder programs outside of Nursing to continue to see growth in transfer recruitment as a whole.	Target Not Met
	Academic and Student Support - Athletics	4.1	The Department of Athletics will collaborate with community constituents to offer continuous opportunities for individuals to attend sponsored camps, clinics,	1% growth rate in out-of-state contiguous freshmen students over a two-year period.	Out of statement recruitment was down due to Covid and students wanting to stay closer to home and the lack of access to schools. We realize that our best asset is face to face engagement with students, especially students that are out of state.	Target Not Met
	Academic and Student Support - Athletics	4.1	The Department of Athletics will collaborate with community constituents to offer continuous opportunities for individuals to attend sponsored camps, clinics,	Host at least one camp/clinic with a minimum participation of 15 individuals per camp/clinic per sport.	Men's and Women's Basketball Camps Volleyball Camps	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Academic and Student Support - Athletics	4.1	and seminars by sport.	Host at least one camp/clinic with a minimum participation of 15 individuals per camp/clinic per sport.	Men's and Women's Basketball Camps Volleyball Camps	Target Met
	Administrative Support - Human Resources	3.1	Human Resources will ensure that all regular, benefits-eligible, temporary, and adjunct employees are provided with access to Title IX training as new hires and every 4 years.	100% of current employees will be provided with access to Discrimination/Harassment Compliance Training every four years upon hiring and appropriate/recommended compliance intervals thereafter..	All benefits eligible and temporary new hires are assigned Preventing Discrimination and Harassment mandatory training as part of the HR onboarding process. HR runs reports from Trailiant at the end of the fiscal year and periodically throughout the fiscal year to determine who has not completed the training. Employees are emailed a reminder to complete any outstanding mandatory training. HR has a schedule to re-assign the training every 4 years.	Target Met
				100% of new employees will be provided with access to Discrimination/Harassment Compliance Training upon hiring and appropriate/recommended compliance intervals thereafter.	All benefits eligible and temporary new hires are assigned Preventing Discrimination and Harassment mandatory training as part of the HR onboarding process. HR runs reports from Trailiant at the end of the fiscal year and periodically throughout the fiscal year to determine who has not completed the training. Employees are emailed a reminder to complete any outstanding mandatory training. Additionally, a separate Title IX training will be implemented in Fall of 2022.	Target Met
(E.3.) Diversity, Equity & Inclusion: Connect internal and external constituencies to opportunities at the university	Academic and Student Support - Athletics	2.1	The Department of Athletics will establish sports	Maintaining required minimum number of dates	Baseball –25 (min) with 37 games scheduled Women's Cross Country –5 (min) 7 events scheduled	Target Not Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
(E.3.) Diversity, Equity & Inclusion: Connect internal and external constituencies to opportunities at the university	Academic and Student Support - Athletics	2.1	schedules for each athletics team.	of competition to meet sport sponsorship requirements. Baseball – 25 games Cross Country – 5 events Men’s Soccer – 13 games Softball – 24 games Women’s Volleyball – 17 matches	Men’s Soccer –13 (min) with 18 games scheduled Softball – 24 (min) games with 40 games scheduled Women’s Volleyball –17 (min) with 22 dates of competition scheduled Men's Cross Country- 5 (min) events with 7 events scheduled Women's Soccer- 13 (min) games with 16 games scheduled Women's Basketball- 18 (min) games with 25 games scheduled Men's Basketball- 18 (min) with 25 games scheduled Men's Golf- 6 (min) contests with 8 contests scheduled Women's Golf- 6 (min) contests with 7 contests scheduled Men's Tennis- 10 (min) contests with 16 contests scheduled Women's Tennis-10 (min) contests with 15 contest scheduled Men's Indoor Track- 5 (min) events with 5 events scheduled Women's Indoor Track-5 (min) events with 5 events scheduled Men's Outdoor Track-6 (min) events with 6 events scheduled Women's Outdoor Track-6 (min) events with 6 events scheduled	Target Not Met
(E.4.) Diversity, Equity & Inclusion: Capture, promote and enhance overall curriculum and programming that enhances multicultural awareness and understanding	Academic and Student Support - Library	3.1	The library will continue to prioritize inclusion, diversity, equity, and accessibility for services, resources, and programming.	The library will host a minimum of two IDEA events, including book talks, speaker sessions, and workshops, per semester each year.	The library held 9 book talks this fiscal year.	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type																																		
	Academic and Student Support - Student Life	4.1	Student Life will increase awareness of diverse and underrepresented populations through educational events.	85% of students participating in the Diversity Programming Survey will either agree or strongly agree that they have an increase cultural knowledge of diversity as a result of the diversity/educational programs.	The department hosted Diversity programming but did not administer surveys to students that participated.	Inconclusive																																		
	Academic and Student Support - Study Abroad	1.1	The Study Abroad program will encourage faculty in lesser represented study abroad areas to submit proposals to offer study abroad programs.	Study Abroad will receive a minimum of 1 proposal for study abroad programs from faculty.	Study Abroad was on hold this year due to Covid-19 so our office did not solicit proposals.	Target Not Met																																		
(F.1.) Financial Sustainability: Develop a strategic budget model	Academic and Student Support - Athletics	3.1	The Department of Athletics will increase revenue for sports and athletics' needs, including facility expansion, student athlete programming, and operating costs.	Increase donor participation by 7% each year.	<table border="0"> <tr> <td>Beg. Bal. 2021 Revenue</td> <td></td> </tr> <tr> <td>Expenses</td> <td>Surplus/</td> </tr> <tr> <td>(Deficit)</td> <td>Ending Balance</td> </tr> <tr> <td>26122 - Owls Fund Club</td> <td></td> </tr> <tr> <td>\$83,116.81</td> <td>\$21,127.61</td> </tr> <tr> <td></td> <td>\$29,253.49</td> </tr> <tr> <td></td> <td>(\$8,125.88)</td> </tr> <tr> <td></td> <td>\$74,990.93</td> </tr> <tr> <td>28095 - Owls Baseball</td> <td></td> </tr> <tr> <td>\$8,982.04</td> <td>\$4,002.34</td> </tr> <tr> <td></td> <td>\$6,205.18</td> </tr> <tr> <td></td> <td>(\$2,202.84)</td> </tr> <tr> <td></td> <td>\$6,779.20</td> </tr> <tr> <td>28096 - Owls Cross Country</td> <td></td> </tr> <tr> <td>\$3,419.61</td> <td>\$0.00</td> </tr> <tr> <td></td> <td>\$0.00</td> </tr> <tr> <td></td> <td>\$0.00</td> </tr> </table>	Beg. Bal. 2021 Revenue		Expenses	Surplus/	(Deficit)	Ending Balance	26122 - Owls Fund Club		\$83,116.81	\$21,127.61		\$29,253.49		(\$8,125.88)		\$74,990.93	28095 - Owls Baseball		\$8,982.04	\$4,002.34		\$6,205.18		(\$2,202.84)		\$6,779.20	28096 - Owls Cross Country		\$3,419.61	\$0.00		\$0.00		\$0.00	Target Met
Beg. Bal. 2021 Revenue																																								
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Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
(F.1.) Financial Sustainability: Develop a strategic budget model	Academic and Student Support - Athletics	3.1	The Department of Athletics will increase revenue for sports and athletics' needs, including facility expansion, student athlete programming, and operating costs.	Increase donor participation by 7% each year.	\$3,419.61 28097 - Owls Softball \$73,666.53 \$567.64 \$11,332.69 (\$10,765.05) \$62,901.48 28098 - Owls Men's Soccer \$6,731.08 \$0.00 \$532.77 (\$532.77) \$6,198.31 28099 - Owls Volleyball \$13,378.73 \$1,170.00 \$479.20 \$690.80 \$14,069.53 28125 - Owls Men's Basketball \$4,873.33 \$6,178.18 \$6,433.77 (\$255.59) \$4,617.74 28126 - Owls Women's Basketball \$8,164.64 \$6,025.00 \$400.00 \$5,625.00 \$13,789.64 28127 - Owls Women's Soccer \$7,579.92 \$1,735.54 \$3,110.54 (\$1,375.00) \$6,204.92 28128 - Owls Golf \$4,545.43 \$5,000.00 \$0.00 \$5,000.00 \$9,545.43 28129 - Owls Tennis \$369.62 \$0.00 \$0.00 \$0.00 \$369.62 28167 - Owls Track & Field \$108.00 \$2,001.24 \$2,109.24	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
(F.1.) Financial Sustainability: Develop a strategic budget model	Academic and Student Support - Athletics	3.1	The Department of Athletics will increase revenue for sports and athletics' needs, including facility expansion, student athlete programming, and operating costs.	Increase donor participation by 7% each year.	(\$108.00) \$0.00 28169 - Owls Sports Information \$643.00 \$0.00 \$0.00 \$0.00 \$643.00 28190 - Owls SAAC \$1,268.65 \$0.00 \$0.00 \$0.00 \$1,268.65 Total \$216,847.39 \$47,807.55 \$59,856.88 (\$12,049.33) \$204,798.06 In 2020-2021 our revenues: \$11,170.02 In 2021-2022 our revenues: \$47,807.55 2020 Jul-Dec \$33,175.02 137 gifts 101 Donors 2021 Jan-Jun \$2,140.04 43 gifts 8 Donors Total for year \$35,315.06 180 gifts 109 Donors 2021 Jul-Dec \$36,712.04 89 gifts 49 Donors 2022 Jan-Jun \$107,755.04 148 gifts 94 Donors Total for year \$144,467.08 237 gifts 130 Donors	Target Met
	Administrative Support - Outsourced Enterprises (bookstore, food service)	2.1	Food Service will improve its overall function to increase customer satisfaction.	55% of Graduation Survey participants will answer "good" or "excellent" regarding the effectiveness of food service on	67.43% rated food services fair to excellent. 5.76% rated poor. 26.81% rated N/A, likely students not on meal plan. Removing N/A, it appears greater than 75% overall satisfaction.	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Administrative Support - Outsourced Enterprises (bookstore, food service)	2.1	Food Service will improve its overall function to increase customer satisfaction.	campus.	67.43% rated food services fair to excellent. 5.76% rated poor. 26.81% rated N/A, likely students not on meal plan. Removing N/A, it appears greater than 75% overall satisfaction.	Target Met
				Food Service will score at least a 4.1 in overall satisfaction	67.43% rated food services fair to excellent. 5.76% rated poor. 26.81% rated N/A, likely students not on meal plan. Removing N/A, it appears greater than 75% overall satisfaction.	Target Met
		2.2	Bookstore will improve its overall function to increase customer satisfaction.	Each fiscal year, the Bookstore will earn at least a 95% overall satisfaction score on the Barnes & Noble Survey.	Barnes and Noble did not provide results of survey for 21-22. Discussed with Barnes and Noble importance of feedback in the future	Inconclusive
		2.3	Food Service will increase catering and door sales.	Catering and Door Sales will increase by 8% from the fiscal year.	Monthly catering and door sales statement provided by Sodexo - Due to COVID19, many events were not held as in the past; therefore, catering sales not comparable to prior years pre-COVID. Same with Door Sales.	Inconclusive
		2.4	The Bookstore will increase the sales of non-text/sundry items.	As text book sales continue to fall due to less expensive choices, sales of non-text/sundry items will increase by 10% from the previous fiscal year.	Barnes and Noble did not provide monthly results for 21-22. Discussed with Barnes and Noble importance of feedback in the future	Inconclusive
(F.2.) Financial Sustainability: Enhance and maintain campus infrastructure and facilities	Academic and Student Support -	5.1	Campus Recreation will maintain	90% of Customer Satisfaction	Our 2022 Customer Satisfaction Survey was implemented in June 2022. Of the 38	Target Not Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
(F.2.) Financial Sustainability: Enhance and maintain campus infrastructure and facilities	Campus Recreation	5.1	functional, well-equipped, clean and safe facilities.	Survey participants will indicate that Campus Recreation facilities are well maintained and clean.	participants who took the survey, only 65.8% agreed that our facilities are well maintained and clean.	Target Not Met
	Academic and Student Support - Registrar	1.1	The Office of the Registrar will move more manual processes to online processes to promote timeliness and convenience for students.	85% of students participating in the Graduation Survey will find Registrar processes "good" or "excellent."	Excellent (375/742) - 50.54% Good (287/742) - 38.68% Total (662/742) - 89.21% Fair (65/742) - 8.76% Poor (15/742) - 2.02%	Target Met
		1.2	The Office of the Registrar will save money by moving processes online.	There will be a 10% reduction in the cost of paper purchased by the Office of the Registrar.	\$489.28 was spent on paper in the FY21 budget. \$354.09 was spent on paper in the FY22 budget. 27.63% decrease in cost of paper.	Target Met
	Academic and Student Support - Systems and Network	1.1	Systems & Network will perform annual audit of user account access against HR e-mail non-employment notices.	100% of AD services account access is disabled for non-employed user accounts without emeritus status.	Per HR e-mail non-employment notice validations, audit of user account deactivation (without emeritus status) resulted in 59 out of 59 (100%) accounts deactivated.	Target Met
		1.2	Systems & Network will evaluate and optimize Internet bandwidth to support advancing business processes and	Consistent bandwidth values less than 50% of total available Internet circuit bandwidth throughout the fiscal year.	Based on In/Out Traffic Utilization analysis of bandwidth transmitted between 08/21/2021-02/22/2022, average bandwidth utilization reported around 300Mbps (30%) of available 1Gbps Internet circuit. In/Out Bits/Traffic Utilization graphs are included to show	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		1.2	the campus infrastructure.	Consistent bandwidth values less than 50% of total available Internet circuit bandwidth throughout the fiscal year.	reported results.	Target Met
		1.3	Systems & Network will assess and monitor campus needs and provide training videos as needed.	Provide 2 new online training videos for users.	Systems & Networks provided multiple online training videos and documentation for respective users.	Target Met
	Administrative Support - Human Resources	4.1	Human Resources will continue to seek ways to provide the most efficient use of resources and time for biweekly payroll processes.	Biweekly payroll processing time will be no more than 2.5 days on average throughout the fiscal year.	It currently takes 3 days to process the biweekly payroll. This is an increase from the two previous years due to (1) the number of students returning to employment after COVID, (2) when non-exempt monthly paid employees depart, those positions are moved from monthly to biweekly payroll and (3) the addition of Facilities Management in February 2022 which added 19 benefits eligible positions to the biweekly payroll. Additionally, maintenance employees who serve on-call submit two time sheets and it requires more time by the Payroll Accounting Assistant (PAA) to check for accuracy and to enter time. Custodial services are being brought back in-house under both Facilities Management and Housing and Residence Life, adding 20 more benefits eligible positions. The biweekly payroll for students has	Target Not Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Administrative Support - Human Resources	4.1	Human Resources will continue to seek ways to provide the most efficient use of resources and time for biweekly payroll processes.	Biweekly payroll processing time will be no more than 2.5 days on average throughout the fiscal year.	increased 17% from the same time last year and 34% for full-time and part-time employees. The PAA has been training the Employment Services Specialist (ESS) in certain biweekly payroll functions in an effort to expedite the processing time; however, these positions do not have the same level of responsibility, limiting the duties that can be transferred to the ESS. The PAA has implemented a time entry time sheet in all departments and while it does help to reduce errors, it does not eliminate errors.	Target Not Met
	Administrative Support - Information Systems	2.1	Deliver information technology products and services that meet the needs of the students to achieve a high level of customer satisfaction.	80% of students participating in the Student Technology Survey will give an overall satisfied rating with the services offered through the Information Systems department.	The Student Technology Survey was released in March 2022. Of the 2362 enrollments, 209 responded to the survey - 8.84% participation rate (last year's participation rate: 64.91%). The Student Technology Survey reported out the following satisfaction ratings for services provided by the Information Systems department. *For the computer lab hours, Canvas, Portal, and Banner Web, those students' responses that were "Not Applicable" were taken out of the total number of responses amount. McDevitt Computer Lab Hours Very Satisfied - (33/89) = 37.08% Satisfied - (30/89) = 33.70% Total - (66/89) = 74.15% - Last Year: 35.74	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Administrative Support - Information Systems	2.1	Deliver information technology products and services that meet the needs of the students to achieve a high level of customer satisfaction.	80% of students participating in the Student Technology Survey will give an overall satisfied rating with the services offered through the Information Systems department.	<p>Canvas Very Satisfied - (91/206) = 44.33% Satisfied - (93/206) = 39.55% Total - (184/206) = 89.32% - Last Year: 83.94</p> <p>Portal W Connect Very Satisfied - (75/208) = 39.97% Satisfied - (95/208) = 39.25% Total - (170/208) = 81.73% - Last Year: 75.77</p> <p>Mobile App Very Satisfied - (62/185) = 38.10% Satisfied - (54/185) = 28.78% Total - (116/185) = 62.70% - Last Year: 66.87</p> <p>Banner Web Very Satisfied - (78/207) = 40.45% Satisfied - (87/207) = 36.64% Total - (165/207) = 79.71% - Last Year: 77.10</p> <p>Support Provided Very Satisfied - (36/82) 37.89% Satisfied - (36/82) 25.34% Total - (72/82) = 87.80% - Last Year: 63.23</p> <p>Total Overall Satisfaction Average - (74.15 + 89.32 + 81.73 + 62.70 + 79.71 + 87.80)/6 = 79.24% Last Year: 67.11%</p>	Target Met
		2.2	Deliver information technology products and services that meet the needs	80% of staff participating in the Faculty/Staff Technology Survey will give an overall	<p>The Faculty/Staff Technology Survey ran from March 4 through March 15, 2022. Of the 372 enrollments, 153 responded to the survey - 41.13% participation</p>	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		2.2	of the university to achieve a high level of customer satisfaction.	satisfied rating for the Information Systems department.	<p>rate (Last Year: 63.89%)</p> <p>Faculty - (70/153) 45.75% - Last Year: 61.26%</p> <p>Staff - (83/153) 54.24% - Last Year: 38.74%</p> <p>"Rate your satisfaction level with the services provided by the Department of Information Systems (supports administrative systems such as Ellucian's Banner, Canvas, and other smaller information systems)."</p> <p>Very Satisfied - (88/150) 58.66%</p> <p>Satisfied - (52/150) 34.66%</p> <p>Total - (140/150) 93.33% - Last Year: 88.35%</p> <p>Neutral - (9/150) 6%</p> <p>Dissatisfied - (1/150) 0.01%</p> <p>Very Dissatisfied - (0/150) 0%</p>	Target Met
	Administrative Support - Outsourced Enterprises (bookstore, food service)	1.1	Food Service and Facilities Management will enhance their safety practices.	At least 12 safety training sessions will be conducted over the fiscal year to facilities management employees.	Reviewed safety training documentation provided by ABM. Monthly safety meetings were held	Target Met
				Each fiscal year, Food Service will earn a 90% or higher score on Sodexo's annual Food Safety Audit on safety practices in their accounts.	Reviewed the Inspection results for food safety items and found to be in compliance with the target (08/30/2022)	Target Met
				Each fiscal year, Food Service will earn a 90% or higher score on	Reviewed the Inspection results for Physical safety items and found to be in compliance with the target	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
				Sodexo's annual Physical Safety Audit score on safety practices in their accounts.	Reviewed the Inspection results for Physical safety items and found to be in compliance with the target	Target Met
		1.1a	Facilities Management Work Orders will be addressed in a timely manner and completed to the requestor's satisfaction.	Facilities Management Work Orders will have a completion ratio of 95%.	Work order completion rate is tracked by SchoolDude, maintenance software. Report generated by SchoolDude was reviewed for completion ratio (08/30/2022)	Target Met
(F.3.) Financial Sustainability: Invest in faculty and staff hiring and development	Academic and Student Support - Center for Teaching and Learning	1.1	The Kossen Center will offer pedagogical training on a variety of topics throughout the academic year to encourage faculty development.	At least 25 group workshops or multi-day seminars will be offered annually with an average attendance rate of at least 3 people per session.	Workshops were limited to a truncated faculty orientation and asynchronous online teaching academy. A total of 5 faculty signed up and participated in the Online Teaching Academy. No follow-up surveys were distributed. A new KCTL Director was hired June 1st (6/1/2022)	Inconclusive
				At least 45 individual consultations on any aspect of teaching or instructional technology will be scheduled and completed annually.	No follow-up surveys were distributed. A new KCTL Director was hired June 1st (6/1/2022)	Inconclusive
		1.2	Faculty will feel that their professional development needs for technology use are being met	65% of Faculty Satisfaction Survey participants will "strongly agree" or "agree" that "I have access to	91% of respondents indicated either Strongly Agree (15/58) or Agree (38/58). 7% (4/58) indicated disagree, 2% (1/58) indicated strongly disagree. 0% (0/58) selected NA.	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		1.2	by the Kossen Center's offerings.	the software I need to be an effective instructor."	91% of respondents indicated either Strongly Agree (15/58) or Agree (38/58). 7% (4/58) indicated disagree, 2% (1/58) indicated strongly disagree. 0% (0/58) selected NA.	Target Met
				65% of Faculty Satisfaction Survey participants will "strongly agree" or "agree" that "The University supports online course delivery through faculty training and allocation of resources."	78% of respondents indicated either Strongly Agree (18/59) or Agree (28/59). 14% (8/59) indicated disagree, 5% (3/59) indicated strongly disagree. 3% (2/59) selected NA.	Target Met
		1.3	Faculty will actually implement the skills and theories that they learn about at the Kossen Center in their classes.	60% of Faculty Satisfaction Survey participants will answer "Acceptable" or "Mastery" to the question "APIL Strategies involve Active learning, Problem-based learning, and Inquiry-based learning to cultivate Intellectual Curiosity. My self-assessed level of competency in these strategies is:"	No follow-up surveys were distributed. A new KCTL Director was hired June 1st (6/1/2022)	Inconclusive
				The average faculty score on the	No follow-up surveys were distributed. A new KCTL Director was hired June 1st	Inconclusive

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
				implementation question on the randomly selected annual Follow-up Survey will be 3.5 out of 5.	(6/1/2022)	Inconclusive
	Academic and Student Support - Sexual Misconduct & Title IX	1.1	The University will make an effort to increase awareness among staff regarding the University's sexual misconduct (Title IX) policy.	85% of Staff Satisfaction survey participants will "strongly agree" or "agree" that they are aware that the University has a designated person to coordinate the University's efforts to eliminate sexual misconduct on campus.	2022 Staff Satisfaction Survey Results: Strongly Agree - (36/87) 41% Agree - (45/87) 52% Total - (81/87) 93% Disagree - (5/87) 6% Strongly Disagree - (0/87) 0% Not Applicable - (1/87) 1%	Target Met
				85% of Staff Satisfaction survey participants will "strongly agree" or "agree" that they are aware that the University has a policy that prohibits sexual misconduct.	2022 Staff Satisfaction Survey Results: Strongly Agree - (41/87) 47% Agree - (46/87) 53% Total - (87/87) 100% Disagree - (0/87) 0% Strongly Disagree - (0/87) 0% Not Applicable - (0/87) 0%	Target Met
				85% of Staff Satisfaction survey participants will "strongly agree" or "agree" that they are aware that the University's	2022 Staff Satisfaction Survey Results: Strongly Agree - (40/87) 46% Agree - (47/87) 54% Total - (87/87) 100% Disagree - (0/87) 0% Strongly Disagree - (0/87) 0% Not Applicable - (0/87) 0%	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
				policy on sexual misconduct covers sexual harassment, sexual assault, domestic violence, dating violence, and stalking.	2022 Staff Satisfaction Survey Results: Strongly Agree - (40/87) 46% Agree - (47/87) 54% Total - (87/87) 100% Disagree - (0/87) 0% Strongly Disagree - (0/87) 0% Not Applicable - (0/87) 0%	Target Met
				85% of Staff Satisfaction survey participants will "strongly agree" or "agree" that they are aware they are responsible for reporting sexual misconduct of which they have been informed or have witnessed to the University's Title IX Coordinator.	2022 Staff Satisfaction Survey Results: Strongly Agree - (42/87) 48% Agree - (45/87) 52% Total - (87/87) 100% Disagree - (0/87) 0% Strongly Disagree - (0/87) 0% Not Applicable - (0/87) 0%	Target Met
		1.2	The University will make an effort to increase awareness among faculty regarding the University's sexual misconduct (Title IX) policy.	85% of Faculty Satisfaction survey participants will "strongly agree" or "agree" that they are aware that the University has a designated person to coordinate the University's efforts to eliminate sexual misconduct on campus.	2022 Faculty Satisfaction Survey Results: Strongly Agree - (31/58) 53% Agree - (23/58) 40% Total - (54/58) 93% Disagree - (3/58) 5% Strongly Disagree - (1/58) 5% Not Applicable - (0/58) 0%	Target Met
				85% of Faculty Satisfaction	2022 Faculty Satisfaction Survey Results:	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
				survey participants will “strongly agree” or “agree” that they are aware that the University has a policy that prohibits sexual misconduct.	Strongly Agree - (36/58) 62% Agree - (21/58) 36% Total - (57/58) 98% Disagree - (1/58) 2% Strongly Disagree - (0/58) 0% Not Applicable - (0/58) 0%	Target Met
				85% of Faculty Satisfaction survey participants will “strongly agree” or “agree” that they are aware that the University’s policy on sexual misconduct covers sexual harassment, sexual assault, domestic violence, dating violence, and stalking.	2022 Faculty Satisfaction Survey Results: Strongly Agree - (36/58) 62% Agree - (20/58) 34% Total - (56/58) 96% Disagree - (1/58) 2% Strongly Disagree - (0/58) 0% Not Applicable - (1/58) 2%	Target Met
				85% of Faculty Satisfaction survey participants will “strongly agree” or “agree” that they are aware they are responsible for reporting sexual misconduct of which they have been informed or have witnessed to the University’s Title IX Coordinator.	2022 Faculty Satisfaction Survey Results: Strongly Agree - (36/58) 62% Agree - (19/58) 33% Total - (55/58) 98% Disagree - (2/58) 3% Strongly Disagree - (0/58) 0% Not Applicable - (1/58) 2%	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Administrative Support - Human Resources	2.1	Human Resources will ensure that all regular, benefits-eligible, temporary and adjunct employees are provided with access to Code of Conduct training.	100% of current employees will be provided with access to Code of Conduct training.	All benefits eligible and temporary new hires are assigned The Code of Conduct Essentials mandatory training as part of the HR onboarding process. HR runs reports from Triliant at the end of the fiscal year and periodically throughout the fiscal year to determine who has not completed the training. Employees are emailed a reminder to complete any outstanding mandatory training.	Target Met
	Administrative Support - Information Systems	1.1	Enable communication and collaboration among information systems professionals and users of information technology at the university.	Information Systems will offer at least one Banner training session throughout the year to staff and/or faculty as refresher sessions or new updates.	Information Systems (IS) rebooted the MUW - Information Systems YouTube channel for the intent of posting training videos. IS developed a number of reports for the Envisions reporting software to relaunch the channel and will continue to release new videos in the future. IS developed training documentation to post on the ITS Banner Help website.	Target Met
		1.2	Enable communication and collaboration among information systems professionals and users of information technology at the state level.	One Information Systems staff will attend 80% of the Mississippi Banner Users Group meetings.	Information Systems did not attend the Mississippi Banner User Group Conference due to a second cancellation brought on by a new wave of COVID.	Target Not Met
	Administrative Support - Resources Management	1.1	Provide ongoing purchasing, p-card, property & Virtual EMS training as	Train/assist employees in the area of purchasing by an increase of 5%.	Resources Management trained 27 employees in the areas that RM is responsible for.	Target Not Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Administrative Support - Resources Management	1.1	needed to all departments.	Train/assist employees in the area of purchasing by an increase of 5%.	Resources Management trained 27 employees in the areas that RM is responsible for.	Target Not Met
		1.2	Reduce purchasing transaction volume. Eliminate the need for small dollar purchase orders.	Reduce the number of purchase orders printed each year by 5%.	We are working with IT to be able to run a report that will give us the information we need to determine the percent of increase. We will continue to work with IT to determine a better way to track the number of purchase orders processed each fiscal year.	Inconclusive