SPG - NonAcademic Report 2024-25 Final

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.	The library created 15 new LibGuides and updated and revised 90 guides. We had a total of 73 chats, which is down from last year. We created 9 new FAQs in response to queries. We continued to focus on meaningfully updating and revising our guides, only creating new guides when needed, such as to provide information and resources on new library offerings (Creator Studio Guide), or to provide tailored resources for specific student populations (Graduate Student Guide).	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 library conducted 58 in-person, 1 asynchronous, and 1 hybrid course-integrated instruction sessions. The library hosted 7 Summer Scholar professional development workshops. We continued to add examples of instructional materials to our internal instruction library.	Target Met
	Administrative Support - Center for Education Support (renamed in 2023-24; formerly Outreach and	2.1	Enhance teacher effectiveness in participating K-12 school districts across the state by providing a comprehensive	Overall professional development and special conference CEU certificate sales sold will grow by at least 5% from the previous	Certificates Awarded FY2024-2025: Total Certificates Awarded: 630 Breakdown: 504 CEU 48 OSL 78 SEMI Comparison to FY2023–2024:	Target Not Met

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		Innovation)	2.1	program of professional development (Professional Learning Academy online courses) to increase content knowledge and instructional practices.	fiscal year.	Previous Total: 694 certificates 613 CEU 48 OSL 33 SEMI Change in Total Certificates: –64 Change in CEUs: –109 Change in SEMIs: +45 MDE Professional Growth CEUs: Increased from 14 to 78	Target Not Met
					Overall, PLA courses sold will grow by at least 5% from the previous fiscal year.	2023–2024: 715 courses sold 2024–2025 (as of 6/18/25): 639 courses sold Change: –76 courses Percent Change: –10.6%	Target Not Met
					Overall, PLA dollars sold will grow by at least 5% from the previous fiscal year.	2023–2024: $32,075 2024–2025 (as of 6/18/25): $30,780 Difference: –$1,295 Percent Change: –4.0% Target Status: Not Met	Target Not 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	Satisfaction Rates 2022–2023 (as of 05/24/2023): 97% of participants reported high satisfaction. 2023–2024 (as of 05/24/2024): Satisfaction rate was 92.88%. 2024–2025 (Preliminary): Satisfaction rate currently at 96%. (6/24/25 Data Collection still in process for FY25.	Target Met
(A.2.) Academic Excellence: Prepare students to be life-long learners and		Academic and	5.1	The	Consistently	This program is no longer in	Inconclusive

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contributing members of today's global economy	Student Support - Athletics	5.1	Department of Athletics will maintain consistent expectations for students and staff with a goal-oriented focus and provide a high quality student-athlete experience.	reducing the number of participants by 10% from fall to spring beyond the mandated term.	existence	Inconclusive
				Maintain a Student-Athlete Retention at 70% or higher	This program is no longer in existence	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.	Campus Recreation is a student led facility which allows students to not only have an income source, but allows for personal growth in many areas of their lives. Our goal is to offer leadership opportunities and real-world skills that students can take with them once they graduate. We do this through bi-annual employee trainings, bi-annual student/supervisor evaluations and have policies and procedures set in place that allows for accountability and teachable moments. This year we met our Achievement Target by achieving 92.6% of our students indicating that their leadership skills improved as a result of working for Campus Recreation	Target Met
	Academic and Student Support - Study Abroad	2.1	The Study Abroad program will increase the number of first	15% of the students studying abroad who participated in	I do not have the results of the surveys from the honors study abroad trip from 2024 as I was waiting on approval.	Inconclusive

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	Academic and Student Support - Study Abroad	2.1	generation students who participate in summer/semester/year-long study abroad programs.	the Post Study Abroad Survey will be first generation study abroad students.	I do not have the results of the surveys from the honors study abroad trip from 2024 as I was waiting on approval.	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.	Coordinator did not provide (admin).	Inconclusive
		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.	Coordinator did not provide (admin).	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.	Coordinator did not provide (admin).	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	The library sent out a faculty satisfaction survey on 5/6/25. We received 8 responses. 87.5% (7/8) respondents reported satisfaction with both the library's print and online resources.	Target Met
				The library will increase faculty requests by 2% overall.	62 out of 806 (7.7%) titles purchased were by faculty request. This is a decrease of 7.1% from last year regarding monograph requests. We did not count journal requests in last year's results, but this year we solicited and received requests for nearly a dozen new journal titles, which we purchased. A request for several titles from the Department of Nursing led us to purchase a new journal package. One potential reason for the decrease in faculty requests is that the library was under transitional leadership during this year. As a result, we did not conduct FaculTEAs (except BSN) as previously expected. To counter this, we did solicit requests via email several times over the course of the academic year. The library faculty continued to build relationships with their respective liaison departments, soliciting and receiving requests directly from faculty.	Target Not Met
(A.4.) Academic Excellence: Recruit and retain a diverse faculty and staff	Administrative Support - Human	1.1	Human Resources will assist units in	100% of all employees will be provided	N/A	Inconclusive

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(A.4.) Academic Excellence: Recruit and retain a diverse faculty and staff	Resources	1.1	advertising positions through the most cost-effective, efficient means possible focusing on diverse hires.	with access to Search Committee Training and an annual email notice will be sent to employees with instructions for accessing the training.	N/A	Inconclusive
(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.	The number of donors and gifts has increased approximately 15%	Target Met
				Increase the number of donor contacts and therefore donor meetings by 25% from the previous fiscal year.	Phone Calls-16697 Meeting-105 Mailings- 153 that reached 26,000 alumni Emails- 2378 Other- 10	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	Goal / Actual Baseball - 40 / 37 W Cross Country - 10/ 7 M Cross Country - 10 / 7 M Soccer - 25 / 21 W Soccer - 25/ 15 M Basketball - 18 / 18 W Basketball - 18 / 16 Softball -22 / 19 M Golf - 10 /10 W Golf - 10 / 4 M Tennis - 10 / 6 W Tennis - 10 / 8 M Track Indoor and Outdoor -	Target Not Met

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(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	20 / 14 W Track Indoor and Outdoor - 20 / 23 Volleyball - 20 / 13 Total Athlete Goal - 268 /218	Target Not Met
				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	Target was to achieve NCAA minimums for contests in each of the 17 sports sponsored. Events/Game/Matches competed in the 24-25 school year Baseball – 38 games Women's Cross Country - 5 events Men's Soccer –17 matches Softball – 42 games Women's Volleyball – 24 Men's Cross Country- 5 events Women's Soccer- 18 matches Women's Basketball- 25 games Men's Basketball- 25 games Men's Golf- 12 matches Women's Golf- 7 matches Men's Tennis- 13 matches Women's Tennis-10 matches Men's Indoor Track- 7 events Women's Indoor Track- 7 events Men's Outdoor Track-7 events Women's Outdoor Track - 7 events ((05/19/2025)	Target Met
	Academic and Student Support - Campus	2.1	Campus Recreation will provide a welcoming	90% of Customer Satisfaction Survey	Campus Recreation made some changes since the past year to bring more people to the facilities: daily guest passes,	Target Met

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		Recreation	2.1	facility for guests through service in a thoughtful and proactive manner.	participants will indicate that Campus Recreation staff was helpful and courteous.	recfitness class passes, and increase in facility reservations from outside groups. This created presented new challenges to the student staff, and opportunity for them to work on soft skills like customer service, problem solving, and conflict resolution. Our employee training was very helpful in educating staff on Emergency Action Plan procedures, and implementing new rules at the front desk. Of the 67 members who participated in our Customer Service Satisfaction survey, 92.6% said they agree/strongly agree that our staff is 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 accomplishments and challenges.	Student mentors will instruct 5 new trainees to produce acceptable Women's Oral Histories interviews.	Six students were trained to conduct oral histories with the Golden Girls of 1975. Students were trained according to the American History Association's best practices for oral history and participated in a workshop on how to use Zoom H1N recorders to capture high-quality WAV audio files. Seventeen oral history interviews were successfully conducted between Thursday, April 3 and Saturday, April 5, during the 2025 MUW Homecoming. The program director transferred the consent/deed of gift forms, biographies, photographs, and recordings to the university archivist in May 2025.	Target Met
		Academic and Student Support - Library	4.1	The library will continue to work towards creating a	The library will make available five new collections	The Archives continued to work toward its goal of improving physical and intellectual control over the collection. Since May	Target Met

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	Academic and Student Support - Library	4.1	center for research into Mississippi women's history and leadership.	annually.	2024, the ASRS audit was completed, and a new project to inventory items in Special Collections and unprocessed bins was started. 45 bins have been inventoried thus far. A number of inventories of archives spaces and storage were also completed; including the Special Collections shelves and Reference, Photograph, and Mississippi collections. The Archives provided access to collections in a number of different ways. Approximately 50 boxes of materials were made available on ArchivesSpace. The Archives also welcomed researchers for 74 appointments and responded to 95 reference inquiries. This increased number of appointments also led us to develop and implement a new Visitor Form for the purposes of better tracking collection usage.	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.	Join- 47.05 Not join- 52.95%	Target Not Met
	Administrative Support - Institutional Research and Assessment	2.1	Institutional Research and Assessment will provide information to enhance university	30% overall response rate for the annual Staff Satisfaction Survey.	This year, there was a response rate of 29% (72 of 246 responding) for the 2024-25 Staff Satisfaction Survey. The response rate was 23% last year.	Target Not Met

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	Administrative Support - Institutional Research and Assessment	2.1	business processes among staff.	30% overall response rate for the annual Staff Satisfaction Survey.	This year, there was a response rate of 29% (72 of 246 responding) for the 2024-25 Staff Satisfaction Survey. The response rate was 23% last year.	Target Not Met
		2.2	Institutional Research and Assessment will provide information to enhance university business processes among faculty.	30% overall response rate for the annual Faculty Satisfaction Survey.	This year, we had a response rate of 78% (119 of 153 responding) to the 2024-25 Faculty Satisfaction Survey. This compares to 26% last year.	Target 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.	86.48% of Faculty Satisfaction Survey participants 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.	Target Met
				75% of Staff Satisfaction Survey participants will either "agree" or "strongly agree" that University Relations' internal newsletters,	84.72% of Staff Satisfaction Survey participants 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.	Target Met

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				web and social media postings and media boards increase their awareness of the University's programs and offerings.	84.72% of Staff Satisfaction Survey participants 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.	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.	We are awaiting the results of the 2025 Alumni Survey results, which were not administered this year. In previous years, the the survey has been administered by the Institutional Research Office every three years. Moving forward the survey will be administered by Development & Foundation.	Inconclusive
				Publish at least two issues per fiscal year -- budget/resources permitting.	There were two issues of Visions published in 2024. The summer 2024 issue included six briefs about faculty/staff accomplishments. There were three student features, one faculty feature and one alumna feature. Additionally, there were numerous alumni announcements included in Class Notes. The fall 2024 issue included 10 briefs about faculty/staff accomplishments. There were	Target Met

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				Publish at least two issues per fiscal year -- budget/resources permitting.	two student features and one alumni feature. Additionally, there were numerous alumni announcements included in Class Notes.	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 new alumni affinity groups and use social media to advertise good news.	Add one new active alumni affinity group each year.	As of May 29,2025 there have not been any new alumni chapters or affinity groups added.	Target Not Met
				Increase the number of alumni followers on social media by sharing University updates and Alumni updates by fifty followers each year.	Total Followers

Instagram Followers - 846

Facebook Followers – 2,337

Twitter Followers – 754

Posts from 07/01/24 – 06/19/25

Instagram - 160

Facebook - 200

Twitter - 31 | 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 | 85% of Leadership Program students participating in the Program Exit | We have spent the year re-evaluating what the leadership program looks like, so we did not have students to complete the exit survey. | Inconclusive |

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
(B.5.) Advancement Excellence: Enhance services to shape career-ready graduates	Academic and Student Support - Student Life	2.1	of self and others through leadership programming opportunities.	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.	We have spent the year re-evaluating what the leadership program looks like, so we did not have students to complete the exit survey.	Inconclusive
				85% of Leadership Program students participating in the Program Exit Survey will rate that they agree or strongly agree to being comfortable describing their leadership style as an aspect of demonstrating an understanding of self.	Program is still under construction.	Inconclusive
				85% of students participating in the Leadership Programming Surveys will either agree or strongly agree to have an increased understanding of others.	Program is still under construction.	Target Not Met
	Administrative	4.1	The Office of	The number of	412 attendees at HC 2025.	Target Met

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	Support - Development and Alumni	4.1	Development and Alumni will increase the number of participants at Homecoming each Spring.	Homecoming participants will increase by 5% from the previous year.	412 attendees at HC 2025.	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 retention.	70% overall response rate for the annual Graduation Survey.	The 2023-24 Graduation Survey response rate is 72% with 538 of 743 recipients responding. This matches our response rate of last year but exceeds our target of 70%.	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.	Due to internal growth and change, we were unable to conduct a Spring Fitness Challenge this year.	Inconclusive
	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	At least 50 students will participate in one campus-wide mental health program offered by the Counseling Center.	Approximately 400 participants attended the Mental Health and Wellness Fair on October 2, 2024 which included individuals from the campus students and local community with approximately 24 vendors.	Target Met

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	Academic and Student Support - Counseling Services	1.1	available to students.	At least 50 students will participate in one campus-wide mental health program offered by the Counseling Center.	Approximately 400 participants attended the Mental Health and Wellness Fair on October 2, 2024 which included individuals from the campus students and local community with approximately 24 vendors.	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.	August 20, 2024 – 1:30 to 3:00. Community Action Coalition Meeting. About 37 to 50 community participants each month. We plan events that would benefit the community mental health issues. The W is a member. The meetings are one time per month, 3rd Tuesday of each month at 1:30.

September 3, 2024 – Meeting with Kimberly Davis /W counseling Center, Chiquita Long Holmes /Community Crisis Coordinator and Campus security/Chief Vibrant, and Robert Jones / Court Liaison. We discussed community crisis referral resources. (Chief Vibrant went for CIT training).

September 26, 2024 Kimberly Davis went to Town &-Tower luncheon. Campus and city officials and employees attended.

(Submitted by Dean Miles, Dean of Students) | Target Met |
| | Academic and Student Support - Housing and Residence Life | 2.1 | The Office of Housing and Residence Life will increase the average satisfaction | Increase the satisfaction mean to 5.6 on a scale of 1-7 (with 7 being "very satisfied") | Housing and Residence Life was only able to receive a satisfaction rating of 5.03 when it comes to social/educational/cultural programs on a 7 point scale (1 | Target Met |

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Academic and Student Support - Housing and Residence Life	2.1	rating of programs/activities sponsored by our staff regarding social/educational/cultural programs conducted in the residence halls.	will be achieved on the ACUHO-I/Benchmarks Resident Assessment survey regarding the social/educational/cultural programs conducted in the residence halls.	being Strongly dissatisfied and 7 being Very satisfied).	Target Met
		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 was able to reach 5.67 satisfaction rating when it comes to quality of programs as ranked on our Resident Assessment survey for FY25.	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.	Students did not utilize Engage to track their service hours, but they did find service opportunities on Engage. Student Life hosted a blood drive and Thanksgiving Baskets food drive in the fall, worked with United Way to do Girl Scout cookie delivery in the spring, and sponsored a portion of H.O.O.T. Day this spring.	Target Met
	Administrative Support - Police Department	1.2	The Police Department will promote reciprocal trust	5% decrease in complaints submitted against the	In the past year, no departmental complaints were filed. Crime statistics were compiled and published in the	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.	Annual Security, Fire, and Safety Report. Additionally, our department conducted a review of the 2025 Faculty, Staff, and Graduation surveys to assess overall campus satisfaction with safety and security. The previous year had a 77.5% reporting rate while this year had a 69.0% reporting rate. The safety survey category response percentages remained consistent in both reporting years. Faculty had a significant increase in responses from 11 to 44 in the "strongly agree" rating over the previous year, along with an increase in percentages. There was also a significant increase in responses from 23 to 45 in the "agree' rating over the previous year. Both categories of disagree indicators decreased. Staff had a significant increase in the number of responses from 29 to 45 in the "agree" rating over the previous year, along with an increase in percentages. The disagree category indicators slightly decreased over the previous year. The previous year had a 77.5% reporting rate while this year had a 69.0% reporting rate. The safety survey category response percentages remained consistent in both reporting years.	Target Met

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		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.	The campus police department filed 96 incident reports. Reports were categorized through Clery Act reporting guidelines and an annual safety report was shared with campus and published to our department's webpage. Department meetings were held at the beginning of each semester and as needed throughout the school year.	Target 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.	Students did not utilize Engage to track their service hours, but they did find service opportunities on Engage. Student Life hosted a blood drive and Thanksgiving Baskets food drive in the fall, worked with United Way to do Girl Scout cookie delivery in the spring, and sponsored a portion of H.O.O.T. Day this spring.	Target 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.	Seventeen students enrolled in POL/WGS 365 Mississippi Women in Politics* (15 in POL; 2 in WGS) in Summer 2024 and 100% completed the 2024 Action Project, including a mock legislative committee hearing. Students researched proposals to create a paid family/maternity leave program in Mississippi and prepared testimony from the perspective of fictional interest group coalitions, with each group representing a different set of policy preferences. Their presentations included a Q&A session from a mock legislative committee whose members included the CWRPP's current and former directors, MUW's University Counsel, a former	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.	state representative who is now a District 11 Circuit Court Judge, a former staff attorney for the MS Senate and civil rights attorney for the MS Department of Child Protective Services who is now counsel for the City of Jackson, and the current state representative for District 39. *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.	Target Met
				100% of students in LDR 250 will practice professional networking at a reception for elected-women officials in the state capital.	In 2024, the CWRPP Director continued to use grant funds to extend the time students spent in the state capital, Jackson, but in response to student feedback saying that two networking receptions--one with the International Women's Forum of MS (IWF) and one on the second day in the city-- seemed redundant, the director cut the second-day event and focused on preparing students for the IWF event. Guests at the reception included women serving in public service, including in the judiciary, and women leading in the business and nonprofit sectors. Grant funds were also used to provide all students with personalized business cards, and program staff discussed networking basics	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.	with students on the charter bus ride to Jackson in order to prepare them for the event. In addition, students were given a binder containing the biographies of all speakers as well as of the IWF officers. Student were encouraged to read these to identify commonalities and to prepare questions for the networking event and to engage speakers during the 15-minute windows separating guest panels from other program sessions. At the networking event, program staff helped introduce students and facilitate conversations during the "mix and mingle" reception and then over lunch. All students actively engaged and proudly exchanged their business cards throughout the trip to Jackson and after guest panels at The W. In program evaluations, students praised the trip to Jackson and encouraged the Director to continue purchasing business cards.	Target Met
			2.2	Enhance the New Leadership Program to give graduate students the opportunity to practice hands-on development of other women leaders.	At least one graduate student in Women's Leadership will complete a practicum connected to the Mississippi New Leadership Program earning 1-3 hours of graduate credit.	No graduate student completed a practicum connected to the NEW Leadership Mississippi program in 2024-2025. In part, this is a result of the CWRPP director's increased focus on undergraduate internships, which have expanded so that four students worked at the CWRPP in the spring 2025 semester: two focused exclusively on the Golden Girls Oral History project and two	Target Not Met

Goal		Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
			2.2	Enhance the New Leadership Program to give graduate students the opportunity to practice hands-on development of other women leaders.	At least one graduate student in Women's Leadership will complete a practicum connected to the Mississippi New Leadership Program earning 1-3 hours of graduate credit.	working more generally on Women's History Month programming, the Golden Girls project, and NEW Leadership MS. In addition, an MSMS student completed an internship at the CWRPP during the spring. Further, the directors of both the CWRPP and the Women's Leadership program were focused on getting the master's students and CWRPP involved in the new Women's College. The directors of the CWRPP and the Women's College did, for example, help arrange for graduate student presentations to the Women's College and for a graduate student to join them and a group of Women's College undergraduates at the WGS South Conference in Decatur, Georgia	Target Not 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.	The CWRPP continued relying on funds from the Ascend Fund grant and pursued general fundraising through digital program promotion. With additional funding for student interns and travel support, the director will reach back out the the Office of Development and Alumni over the summer to request renewed fundraising attention.	Target Not Met
		Academic and Student Support - Study Abroad	3.1	The Study Abroad program will create new and enhance the current international	The coordinator will secure at least one new international partner school in the next three academic years.	I have been in contact with Maximo Nivel to offer study abroad programs to our students. I have also reached out to IFSA, ISA and CIEE to continue our partnerships. These companies no longer	Target Met

Goal		Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		Academic and Student Support - Study Abroad	3.1	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.	require a signed MOU to participate in their study abroad programs.	Target Met
			3.2	The Study Abroad program will provide a safe environment for study abroad students.	There will be no reported incidents.	There was one safety incident reported during the summer 2024 honors study abroad to Spain. However, it was handled well and the individuals involved followed the protocol set out in the student conduct document that was signed by the student.	Target Met
		Administrative Support - Center for Education Support (renamed in 2023-24; formerly Outreach and Innovation)	1.1	Enhance Mississippi Governor's School (MGS) effectiveness by providing a comprehensive program of academic, creative, and leadership experiences to cultivate a community of scholars who inspire each other to discover themselves, love learning, and use their gifts and talents to improve society.	Overall, MGS initial applications will grow by at least 5% from the previous fiscal year.	Mississippi Governor's School: Year-Over-Year Growth Comparison: 2023–2024 vs. 2024–2025 Category 2023–2024 2024–2025 Change Total Applicants 192 232 +40 applicants (+21%) Unique Schools Represented 36 41 +5 schools (+14%) Scholars Enrolled 58 68 +10 scholars (+17%) Female Scholars 37 40 +3 (+8%) Male Scholars 23 28 +5 (+22%) 70 were invited - 70 accepted, 65 completed 232 Applicants 68 scholars; 35 school districts; 36 Mississippi Towns 22 rising juniors; 46 rising seniors	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Administrative Support - Center for Education Support (renamed in 2023-24; formerly Outreach and Innovation)	1.1	Enhance Mississippi Governor's School (MGS) effectiveness by providing a comprehensive program of academic, creative, and leadership experiences to cultivate a community of scholars who inspire each other to discover themselves, love learning, and use their gifts and talents to improve society.	Overall, MGS initial applications will grow by at least 5% from the previous fiscal year.	40 females; 28 males 15 Asian, 14 Black, 1 Hispanic/Latinx, 1 American Indian/Native, 36 White	Target Met
		1.2	Increase the overall satisfaction rate of the Mississippi Governor's School (MGS) program.	Satisfaction Rate: 75% or above overall satisfaction rate.	Summer 2024 Satisfaction Rates: Scholar 100.00% Staff 71.43% Faculty 85.71% Overall 94.55% Summer 2025 Preliminary Satisfaction Rates Scholars: 87.50% Staff: 100.00% Faculty: 100.00% Overall: 89.47%	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	The campus police department met with or presented to 22 campus organizations. This is a 22.2% increase from the previous year. Meetings and presentations were used to discuss various campus safety topics. Meetings and	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Administrative Support - Police Department	1.1	The Police Department will promote awareness of its employees and responsibilities throughout the university.	Association) from the previous year.	presentations were tracked throughout the year via a logbook.	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 department reestablished working relationships with the administrations of the Columbus Police and Fire Departments. Additionally, contact was made with the local sheriff's department. Throughout the year, our department met with each agency as needed. We are now working toward holding regular monthly meetings. These meetings will focus on discussing potential or ongoing issues that may impact campus safety, as well as identifying opportunities for joint training initiatives.	Target Met
(D.1.) Degree Completion: Recruit a diverse student body to ensure a vital university community	Academic and Student Support - Admissions	1.1	The Office of Admissions will make an effort 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	The number of visits by students will increase by 3% over a two-year period.	Our tour platform is working pretty seamlessly in Slate for more accurate reporting. Through this platform we have managed to capture more visitors to campus as well as their campus tour experience. I've attached a document listing all of our campus tours from: Fall 2023, Spring 2024, Fall 2024 and Spring 2025	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	Academic and Student Support - Admissions	1.1	schools. With implementing a new CRM (Slate) students will have easier access to our tour module.	The number of visits by students will increase by 3% over a two-year period.	Our tour platform is working pretty seamlessly in Slate for more accurate reporting. Through this platform we have managed to capture more visitors to campus as well as their campus tour experience. I've attached a document listing all of our campus tours from: Fall 2023, Spring 2024, Fall 2024 and Spring 2025	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.	We now have an Associate Director of Recruitment and a Recruitment Coordinator who are in charge of High School and Transfer recruiting. One of their many duties is scheduling and organizing campus tours through Slate. We've also had more of a presence on High School campuses due to our Admissions Counselors recruiting efforts.	Target Met
		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, and mail and email campaigns.	1% growth rate in male freshmen students over a two-year period.	We've seen a large number of applicants since purchasing more names. We've been able to build our prospect funnel and our counselors can easily keep track of them through Slate. Also, our Admissions counselors have had a lot of success during their school visits throughout MS and AL. In the 24-25 academic year, we had 52 male Freshman applicants and 284 Freshman female applicants. Female students still heavily outweigh male students but we are seeing some improvement.	Inconclusive
				1% growth rate in male transfer students over a two-year period.	Our focus has been more on recruiting students outside of MS rather than focusing solely on gender. However, due to	Inconclusive

Goal		Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
					1% growth rate in male transfer students over a two-year period.	our increased name purchasing, we've been able to have more contact with potential male students, increasing our male inquiries as mentioned in the follow up. In the 24-25 academic year, we admitted 77 male transfer students.	Inconclusive
		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.	For Fall '23 there were 118 new freshmen students living on campus. Of those 118 students 51 returned to live on campus for Fall '24 yielding a 43.1% retention rate of students returning to live on campus from their Freshman year.	Target Not 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.	There were 75 Sophomores living on campus in Spring '24. Of those students, 44 of them returned to live on campus in Fall '24 yielding a 58.66% retention rate.	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 transfer students.	90% of those participating will indicate that Orientation provides a good understanding of services by rating "strongly agree" or "agree".	Students completing an online orientation session between April 2024 and January 2025 were presented with the following statement in their evaluation survey: "This Online Orientation gave me a good understanding of all the services offered at The W." Possible responses included Strongly Agree, Agree, Somewhat Agree, Disagree, and Strongly Disagree. Of the 317 student respondents,302 (95%) either selected Strongly Agree or Agree indicating target of 90% was surpassed. Of those that selected Strongly Agree or	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	The Student Success Center will enhance the student onboarding process by providing a high-quality orientation experience for incoming freshmen and transfer students.	90% of those participating will indicate that Orientation provides a good understanding of services by rating "strongly agree" or "agree".	Agree, 192 (60.57%) selected Strongly Agree while110 (30.7%) selected Agree. Students responding to an evaluation survey after attending a face-to-face orientation sessions were presented with the same prompt: "This Online Orientation gave me a good understanding of all the services offered at The W." Answer options included Strongly Agree, Agree, Disagree, and Strongly Disagree. Of the 304 respondents, 191(63%) left this question blank. Of the 113 students who answered the question 112 (99%) selected either Strongly Agree or Agree. 87 (77%) respondents selected Strongly Agree, while 25 (22%) respondents selected Agree. Although this statement was part of a required question, it was the very last statement on a lengthy survey, which may hint at the high number of non-responses. The SSC pans to move this question tot he beginning of the survey in the future.	Target Met
	Administrative Support - University Relations	2.1	Increase social media traffic/engagement.	15% increase from previous year.	Overall social media engagement rate was down 1.6% Facebook down 50%, X (formerly Twitter) 78%, Instagram down 3.3%, LinkedIn down 19.4% We attribute this decrease to the year before last, focusing	Target Not Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Administrative Support - University Relations	2.1	Increase social media traffic/engagement.	15% increase from previous year.	on news about the name change. Highlights from last years metrics show the following: Impressions were up 51.7%, post link clicks were up 14.5%, net audience growth up 5.4% and video views up 8.1%.	Target Not 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.	New webmaster hired. We discussed new metrics/analytics to track, which are below. 2024-2025 baseline: Average total duration (all): 2,924.60 Average total page counts (all): 76.41 Average unique page counts (all): 28.20	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.	Random audits were sampled in fall 2024 and spring 2025. 62 errors were found.	Target Not Met
		2.2	The Office of the Registrar staff will attend conferences and/or webinars throughout the year to improve	80% of students participating in the Registrar Student Satisfaction Survey will agree or strongly agree that their	2024-2025 Registrar Customer Satisfaction Survey Results 81.81% (27/33) students were either satisfied or very satisfied.	Target Met

Goal		Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
			2.2	customer interaction.	interaction with the Office of the Registrar staff was prompt and courteous.	2024-2025 Registrar Customer Satisfaction Survey Results 81.81% (27/33) students were either satisfied or very satisfied.	Target Met
			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.	Strongly Agree - 45.69% Agree - 44.83% Total - 90.52% Disagree - 5.17% Strongly Disagree - 2.59% Not applicable - 1.72%	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 received as "good" or "very good."	During the 2024-2025 year, 244 undergraduate students participated in the Academic Advising survey. Of the 244 who began the survey, 223 (91%) answered the question asking for an explicit evaluation on the overall quality of advising. 160 (72%) rated their advised very good. A total of 178 (80%) students surveyed rated the quality of their advising as Very Good or Good, meeting the target. [less] Notes: The majority of advising participants received was by faculty advisors. Only 12.5% of respondents reported being advised by a navigator while 37.5% of respondent reported being a freshman or sophomore, often advised by navigators. 60.5% of respondent reported entering MUW as a transfer student, which is approximately 15% below our overall transfer undergraduate population. Respondents approximated	Target Met

Goal		Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		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 received as "good" or "very good."	some university enrollment in various colleges with NHS at 43.5%, BSPS at 22.5%, AS at 20.5% SE at13%, and undeclared at 1%. Of the respondents, 78% had registered for classes, 10% of those not registered were graduating. There fore, our survey respondents only reflected 12% of continuing students not yet registered for class next semester.	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 completion of the program.	Of the 67 students enrolled in the Academic Recovery course (UN 098), 27 returned to good standing (40%), 22 were placed on continuing probation (33%), and 18 were placed on academic suspension (27%). The combined total of students who returned to good standing or were placed on continuing probation equaled 73% of the total enrollment of the course, which is a 2% decrease from 2023-2024 but still exceeded the stated achievement target of 65%.	Target Met
						The face-to-face sections of the courses enrolled 23 students, of whom 9 returned to good standing (39%) and 9 were placed on continuing probation (39%), for a combined total of 18 (78%). In the online sections with 44 students total, 18 returned to good standing (41%) and 13 were placed on continuing probation (30%), for a combined total of 31 (71%). There were fewer students enrolled in the face-to-face section this year compared to	

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.	65% of students enrolled in the Academic Recovery course (UN 098) will return to good academic standing or be placed on continuing probation after completion of the program.	last, but there were significantly more in the online sections. In fact, the total number of students enrolled in UN 98 saw a 40 % increase from the previous year- going from 48 to 67 total.	Target 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 39 students who participated in 3 or more Peer Mentoring sessions, 33 (92%) received a grade of C or higher in the associated course, so the target of 75% was met. The grades of student participants were as follows: A (13), B (14), C (6), D (3), F (2), WP 0) WF (0). More students in this year's cohort completed the associated course with higher grades. 20 of the 39 students received a B or higher in the associated course (51%), compared to 50% for 2023-2024. Overall, 2 students did receive an F in the associated course (5%), while in 2023-2024 when 12% of students participating in Peer Mentoring at this level received an F. No students (0%) withdrew from the course, which was the 3% in 2023-2024. Another important observation about this year's results: Overall use of Peer Mentoring at the rate of three or more sessions decreased from 70 in 2023-2024 and increased from 28 in 2022-2023 to 39 this year.	Target Met

Goal		Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
			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.	Relative to enrollment, this equals 1.8 % of students (total undergrad enrollment of 2193) using Peer Mentoring services 3 or more times compared to 3.1% in 2023-2024 ((total enrollment of 2227) and 1.2% of students in 2022-2023 (total enrollment of 2339).	Target 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.	Systems & Networks analyzed a Student Technology survey to determine satisfaction levels in respective areas of IT. Office 365: Very Satisfied (2/6) 33.33% Satisfied (2/6) 33.33% Satisfaction Rating (4/6) 66.67% - Last Year: 91.67% GoogleDocs: Very Satisfied (2/4) 50.00% Satisfied (1/4) 25.00% Satisfaction Rating (3/4) 75.00% - Last Year: 83.33% Portal: Very Satisfied (1/6) 16.67% Satisfied (2/6) 33.33% Satisfaction Rating (3/6) 50.00% - Last Year: 69.23% Internet/WiFi: Very Satisfied (1/6) 16.67% Satisfied (2/6) 33.33% Satisfaction Rating (3/6) 50.00% - Last Year: 33.33% Tech Support: Very Satisfied (1/1) 100.00% Satisfied (0/1) 00.00% Satisfaction Rating (1/1) 100.00% - Last Year: 33.33%	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.	Overall Satisfaction Rating (66.67+75.00+50.00+50.00+100.00)/5 = 68.33% Last Year: 62.18%	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-solving skills.	90% of student employees will report on the Employee Evaluation Form that their problem-solving skills improved as a result of working for Campus Recreation.	Campus Recreation is a student led facility which allows students to not only have an income source, but allows for personal growth in many areas of their lives, including problem-solving skills. Our goal is to offer leadership opportunities and real-world skills that students can take with them once they graduate. We do this through bi-annual employee trainings, bi-annual student/supervisor evaluations and have policies and procedures set in place that allows for accountability and teachable moments. This year proved to be very successful as our Achievement Target was met with 92.7% of our students indicating that their problem solving skills improved as a result of working for Campus Recreation.	Target Met
	Academic and Student Support - Counseling Services	2.1	Continue to offer accessible programming and service that promote creative, intellectual, and social	Interact with at least 50 individuals from programming for verbal or written evaluation.	Approximately 60 written evaluations were collected from programming this year.	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Academic and Student Support - Counseling Services	2.1	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.	Approximately 60 written evaluations were collected from programming this year.	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.	33 students were engaged with tele-mental health. (Dean of Students)	Target Met
	Academic and Student Support - Dean of Students (formerly Title IX)	2.1	The University will make an effort to increase awareness among students regarding the University's sexual misconduct (Title IX) policy.	75% of Graduation Survey participants will state that they were aware of how to file a sexual misconduct report.	77.97% of graduates that participated in the graduation survey checked that they were aware of how to file a sexual misconduct report.	Target Met
				75% of Graduation Survey participants will state that they were aware of what Title IX means.	86.51% of the graduates that participated in the graduation survey stated that they were aware of what Title IX means.	Target Met
				75% of Graduation Survey participants will state that they were aware that MUW has a	94.16% of the graduates that participated in the graduation survey stated that they were aware that MUW has a sexual misconduct policy.	Target Met

Goal		Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
					sexual misconduct policy.	94.16% of the graduates that participated in the graduation survey stated that they were aware that MUW has a sexual misconduct policy.	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 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).	84.72% of the staff that participated in the staff satisfaction survey indicated strongly agree or agree that they were aware aware of how to file a sexual misconduct report.	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	85% of Faculty Satisfaction survey participants will "strongly agree" or "agree" that they are aware that the University has a Behavioral Intervention Team (BIT).	92.17% of the faculty participants strongly agree or agree that they are aware that the University has a Behavioral Intervention Team (BIT).	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		2.3	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).	92.17% of the faculty participants strongly agree or agree that they are aware that the University has a Behavioral Intervention Team (BIT).	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 of the hazing prevention statement.	Unfortunately, due to a glitch on an external hard drive, the spreadsheet with the data from this year's hazing prevention workshop has been lost.	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.	Admitted Transfers MS: 707 Contiguous states: 47 Other states: 32 International: 7 Overall transfer enrollment was 683 for Fall 2024 vs 519 for Fall 2023 Overall admitted from transfers was 775 for Fall 2024 vs 801 for Fall 2023	Target Not Met
				1% growth rate in out-of-state contiguous freshmen students over a two-year period.	Admitted Freshmen MS: 242 Contiguous states: 88 Other States: 2 Int: 5 Overall number of Freshman admitted- 336 for Fall 24 vs 529	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
				1% growth rate in out-of-state contiguous freshmen students over a two-year period.	for Fall 23 Overall enrollment from Freshmen was 188 for Fall 24 vs 162 for Fall 23	Target 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, and seminars by sport.	Host at least one camp/clinic with a minimum participation of 15 individuals per camp/clinic per sport.	We have increased out camps and clinics overall but have not met the target of 1 camp per sports. We will continue to encourage coaches to introduce camps and clinics to the community.	Target Not 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..	N/A	Inconclusive
				100% of new employees will be provided with access to Discrimination/Harassment Compliance Training upon	N/A	Inconclusive

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
				hiring and appropriate/recommended compliance intervals thereafter.	N/A	Inconclusive
(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 schedules for each athletics team.	Maintaining required minimum number of dates 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	Baseball –25 (min) with 38 games scheduled Women's Cross Country –5 (min) 5 events scheduled Men's Soccer –13 (min) with 17 games scheduled Softball – 24 (min) games with 42 games scheduled Women's Volleyball –17 (min) with 24 dates of competition scheduled Men's Cross Country- 5 (min) events with 5 events scheduled Women's Soccer- 13 (min) games with 18 games scheduled Women's Basketball- 18 (min) games with 25 games scheduled Men's Basketball- 18 (min) with 26 games scheduled Men's Golf- 6 (min) contests with 12 contests scheduled Women's Golf- 6 (min) contests with 7 contests scheduled Men's Tennis- 10 (min) contests with 13 contests scheduled Women's Tennis-10 (min) contests with 13 contest scheduled Men's Indoor Track- 5 (min) events with 7 events scheduled Women's Indoor Track-5 (min) events with 7 events scheduled Men's Outdoor Track-6 (min) events with 7 events scheduled Women's Outdoor Track-6 (min) events with 7 events scheduled	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
(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.	N/A	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.	I had several faculty members from a variety of disciplines attend the Fall Faculty Workshop on how to offer a study abroad program but none of them submitted a study abroad proposal. Hopefully, I will be asked to present on this topic again this year. I did have a faculty member ask if I would co-host a study abroad trip to Costa Rica where we would teach Spanish and do field work for a biology research project.	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.	26122 - Owls Fund Club $25,513.88 $40,920.06 $54,269.82 $12,164.12 28095 - Owls Baseball $30,702.16 $47,612.41 $28,949.24 $49,365.33 28096 - Owls Cross Country $3,794.61 $375.00 $679.15 $3,490.46 28097 - Owls Softball $16,671.43 $12,864.00 $18,568.68 $10,966.75 28098 - Owls Men's Soccer $2,120.86 $0.00 $355.14 $1,765.72 28099 - Owls Volleyball $26,863.79 $1,825.00 $12,572.68 $16,116.11 28125 - Owls Men's Basketball $19,243.74 $38,667.61 $35,802.58 $22,108.77	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.	28126 - Owls Women's Basketball $9,585.00 $2,205.00 $4,339.72 $7,450.28 28127 - Owls Women's Soccer $2,266.15 $375.00 $1,050.00 $1,591.15 28128 - Owls Golf $2,800.00 $1,398.46 $3,189.01 $1,009.45 28129 - Owls Tennis $1,104.09 $375.00 $600.00 $879.09 28167 - Owls Track & Field $1,507.00 $375.00 $489.99 $1,392.01 28169 - Owls Sports Information $72.00 $0.00 $64.66 $7.34 28190 - Owls Student Athlete Advisory Committee $875.55 $300.00 $0.00 $1,175.55 Total $143,120.26 $147,292.54 $160,930.67 $129,482.13	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 campus.	Coordinator did not provide (admin).	Inconclusive
				Food Service will score at least a 4.1 in overall satisfaction	Coordinator did not provide (admin).	Inconclusive
		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.	Coordinator did not provide (admin).	Inconclusive
		2.3	Food Service	Catering and	Coordinator did not provide	Inconclusive

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		2.3	will increase catering and door sales.	Door Sales will increase by 8% from the fiscal year.	(admin).	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.	Coordinator did not provide (admin).	Inconclusive
(F.2.) Financial Sustainability: Enhance and maintain campus infrastructure and facilities	Academic and Student Support - Campus Recreation	5.1	Campus Recreation will maintain functional, well-equipped, clean and safe facilities.	90% of Customer Satisfaction Survey participants will indicate that Campus Recreation facilities are well maintained and clean.	Unfortunately, our goal of 90% of our members was not met. However, we made it to 89.5% which is 4.5% higher than last year. This is partially rose due to implementing a student Weight Room Attendant for the strength and conditioning room. Having one custodian, on Stark side, who works 2-3 buildings per day has proven challenging, but we make due.	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 - 52.23% Good - 36.54% Total - 88.77% Fair - 8.46% Poor - .77%	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.	$119.40 was spent on paper in the FY24 budget. $238.80 was spent on paper in the FY25 budget. 50% increase in the cost of paper.	Target Not Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	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 47 out of 47 (100%) accounts deactivated.	Target Met
		1.2	Systems & Network will evaluate and optimize Internet bandwidth to support advancing business processes and the campus infrastructure.	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 09/01/2024-04/30/2025, average bandwidth utilization reported around 300Mbps (30%) of available 1Gbps Internet circuit. In/Out Bits/Traffic Utilization graphs are included to show 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 online training videos and/or 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.	Considering the manual payroll processing and volume of employees, the biweekly payroll is processed as timely and efficiently as humanly possible. The biweekly payroll processing time regularly averages 2.5 days or slightly less depending on the number of active student workers on the payroll. HR has been discussing the time entry option in Banner Self-Service with ITS and would like to pursue it by talking with other Higher Ed schools who are	Target 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.	using the time entry feature. We have received an implementation quote from Ellucian and I have requested it my budget. If the decision is made to move forward, it will not be a fast process to change from the current system to time entry. It may also require some departments to purchase time clocks that would integrate with Banner since there are many different classifications of employees/schedules to consider in implementing a new system.	Target 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.	Unfortunately, even with a February publish date, we did not garner a reasonable participation rate to qualify the results. With only 18 responses, we cannot draw conclusive or worthy evidence for analysis.	Target Not Met
		2.2	Deliver information technology products and services that meet the needs of the university to achieve a high level of customer satisfaction.	80% of staff participating in the Faculty/Staff Technology Survey will give an overall satisfied rating for the Information Systems department.	Unfortunately, having an early publish date for the survey in February still did not yield reasonable results for reasonable analysis.	Target Not Met
	Administrative Support - Outsourced Enterprises	1.1	Food Service and Facilities Management will enhance	Each fiscal year, Food Service will earn a 90% or higher score on	Coordinator did not provide (admin).	Inconclusive

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	(bookstore, food service)	1.1	their safety practices.	Sodexo's annual Food Safety Audit on safety practices in their accounts.	Coordinator did not provide (admin).	Inconclusive
				Each fiscal year, Food Service will earn a 90% or higher score on Sodexo's annual Physical Safety Audit score on safety practices in their accounts.	Coordinator did not provide (admin).	Inconclusive
	Administrative Support - Resources Management	2.1a	Ensure that all student packages are delivered in a timely manner.	Deliver 95% of the packages on time.	Coordinator did not provide (admin).	Inconclusive
(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.	Coordinator did not provide (admin).	Inconclusive
				At least 45 individual consultations on any aspect of teaching or instructional technology will be scheduled and completed annually.	Coordinator did not provide (admin).	Inconclusive
		1.2	Faculty will feel that their professional	65% of Faculty Satisfaction Survey	Coordinator did not provide (admin).	Inconclusive

Goal		Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
			1.2	development needs for technology use are being met by the Kossen Center's offerings.	participants will "strongly agree" or "agree" that "I have access to the software I need to be an effective instructor."	Coordinator did not provide (admin).	Inconclusive
					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."	Coordinator did not provide (admin).	Inconclusive
			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:"	Coordinator did not provide (admin).	Inconclusive
					The average	Coordinator did not provide	Inconclusive

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
				faculty score on the implementation question on the randomly selected annual Follow-up Survey will be 3.5 out of 5.	(admin).	Inconclusive
	Academic and Student Support - Dean of Students (formerly 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.	93.05% of the staff that participated with the staff satisfaction survey 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.	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.	98.59% of the staff that participated in the staff satisfaction survey strongly agree or agree that they are are that the University has a policy that prohibits sexual misconduct.	Target Met
				85% of Staff Satisfaction survey participants will "strongly agree" or "agree" that they are aware	98.61% of the staff that participated in the staff satisfaction survey strong agree or agree that they are aware that the University's policy on sexual misconduct covers sexual harassment, sexual	Target Met

Goal		Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
					that the University's policy on sexual misconduct covers sexual harassment, sexual assault, domestic violence, dating violence, and stalking.	assault, domestic violence, dating violence, and stalking.	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.	98.59% of the staff members that participated with the staff satisfaction survey strong 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.	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.	93.05% of the faculty participants 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.	Target Met

Goal		Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
					85% of Faculty Satisfaction survey participants will "strongly agree" or "agree" that they are aware that the University has a policy that prohibits sexual misconduct.	98.59% of the faculty that participated in the survey strongly agree or agree that they are aware that the University has a policy that prohibits sexual misconduct.	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.	98.61% of faculty participants stated they 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.	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	98.27% of faculty who participated in the survey 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.	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
				University's Title IX Coordinator.	98.27% of faculty who participated in the survey 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.	Target Met
	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.	100% of current employees were provided with access to Code of Conduct 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 developed three video training sessions using the Loom platform for three particular processes, Finance Reports, Argos Reports, and Wufoo Forms.	Target Met
		1.2	Enable communication and collaboration among information systems professionals and users of information technology at	One Information Systems staff will attend 80% of the Mississippi Banner Users Group meetings.	The Director of Information Systems attended the 2024 MBUG Conference in Biloxi, MS and monthly board meetings to engage with fellow IHL Institution Banner users as well as service providers that assist with maximizing effective use of the Banner ERP and integrated products. Information Systems continued	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		1.2	the state level.	One Information Systems staff will attend 80% of the Mississippi Banner Users Group meetings.	to parlay the Udemy platform for professional development, averaging over 10 hours a month.	Target Met
	Administrative Support - Resources Management	1.1	Provide ongoing purchasing, p-card, property & Virtual EMS training as needed to all departments.	Train/assist employees in the area of purchasing by an increase of 5%.	Coordinator did not provide (admin).	Inconclusive
		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%.	Coordinator did not provide (admin).	Inconclusive