

Non Academic SPG Report with Results 2022-2023

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 added 12 new FAQ entries and substantially revised 196. The library also revised and updated 63 LibGuides. Synchronous virtual reference (chat) increased from 202 in 2021-2022 to 216 in 2022-23. That is an increase of 6.9%.	Target 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.	In 2022-23 the library conducted 47 in-person workshops and three virtual workshops. All of the 50 workshops were co-curricular workshops.	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 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 28% decrease in the number of courses sold. July 1, 2021-June 30, 2022 = 1085 courses sold July 1, 2022-June 30, 2023 = 779 courses sold The Mississippi Dept. of Education provided numerous FREE professional development offerings throughout the year that we feel contributed to the decrease in the number of courses sold.	Target Not Met
				Overall PLA participation will grow by at least 5% from the previous fiscal year.	The new courses added have increased the course catalog while supporting the needs of teachers and administrators across the state. Everyone seems to be liking the new management system, Talent LMS. Especially since they no longer have to wait for their certificate to be mailed to them. However, there was a	Target Not Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
				Overall PLA participation will grow by at least 5% from the previous fiscal year.	13% decrease in the number of participants. July 1, 2021-June 30, 2022 = 556 PLA Participants July 1, 2022-June 30, 2023 = 486 PLA Participants	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	97% of PLA participants reported a high satisfaction rate upon completion of their PLA course(s) during the 2022-2023 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 2 in the Fall 2022 and 4 in Spring 2023 Softball- had 2 in the Fall 2022 and 0 in Spring 2023 Men's Soccer- had 0 in the Fall 2022 and 0 in the Spring 2023 Volleyball- had 0 in the Fall 2022 and 0 in the Spring 2023 Women's Cross Country- had 0 in the Fall 2022 and 0 in the Spring 2023 Men's Cross Country- had 0 in the Fall 2022 and 0 in the Spring 2023 Women's Tennis- had 2 in the Fall 2022 and 2 in the Spring 2023 Men's Tennis- had 0 in the Fall 2022 and 0 in the Spring 2023 Men's Golf- had 1 in the Fall 2022 and 0 in the Spring 2023 Women's Golf- had 0 in the Fall 2022 and 0 in the Spring 2023 Women's Soccer-had 0 in the Fall 2022 and 1 in the Spring 2022 Men's Basketball- had 1 in the Fall 2022 and 0 in the Spring 2023 Women's Basketball- had 1 in the Fall 2022 and 0 in the Spring 2023 Men's Track-had 1 in the Fall 2022 and 1 in the Spring 2023 Women's Track- had 0 in the Fall 2022 and 0 in the Spring 2023 Total in Fall 22 – 10	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
(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.	Total Spring 23 – 8 Reduced participants by 2	Target Met
				Maintain a Student-Athlete Retention at 70% or higher	FA22 (# of student athletes to start the semester) SP23 (# of student athletes to end the semester)	Target Met
					Baseball - FA22 – 41, SP23 – 32 Women's Cross Country - FA22 – 0, SP23 - 0 Men's Cross Country - FA22 – 1, SP23 - 1 Men's Soccer - FA22 – 18, SP23 - 10 Softball - FA22 – 23, SP23 - 21 Volleyball - FA22 – 17, SP23 - 10 Men's Basketball - FA22 – 15, SP23 - 11 Women's Basketball - FA22 – 11, SP23 - 9 Men's Golf - FA22 – 8, SP23 - 8 Women's Golf - FA22 – 7, SP23 - 6 Women's Tennis - FA22 – 11, SP23 - 10 Men's Tennis - FA22 – 6, SP23 - 6 Women's Soccer - FA22 – 27, SP23 – 19 Men's Track - FA22 – 8, SP23 - 7 Women's Track - FA22 – 10, SP23 - 9 Total FA22 – 203, SP23 – 159 Retention Rate for FA22-SP23 - 78%	
	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 proved to be very successful as our Achievement Target was met with	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	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.	93% 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 generation students who participate in summer/semester/year-long study abroad programs.	15% of the students studying abroad who participated in the Post Study Abroad Survey will be first generation study abroad students.	This target was not met because I did not receive the surveys from the students that travelled to Ireland during the summer of 2023. However, we did have two first generation students who traveled to Spain and Ireland during the 2022-23 academic year but this alone did not help us reach our 15% mark.	Target Not Met
(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.	<p>10 study rooms in Fant Memorial Library were equipped with displays using Title III Funds. 4 Mobile Interactive Displays (with peripherals) were purchased and installed in EDHS under the coordination of the KCTL.</p> <p>The Math Lab is currently in the contract review process to determine which vendor will provide technology solutions for that classroom.</p> <p>Quotes for 18 more rooms across Painter, Cromwell, EDHS, and Parkinson were received and the KCTL is currently working with Resources Management to get equivalent quotes for Phase 1 of the project (installs in Painter, EDHS, and Cromwell)</p> <p>The needs consultation procedure was outlined during the 22-23 school year and is as follows: Create folder ROOM_TYPE_TIME eg EDHS 310 Confrm_Spr23 1. Get Request Save email or written request in established folder 2. Generate Follow-up / Spec Doc + Map a. Room Dimensions / Current Tech b. Possible (based current</p>	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
(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.	drops/electrical/space/etc.) Preferred (based on request) c. Confirm w/ ITS re: drops or electrical/ can facilities do install or vendor install required d. Confirm funding source for coordination of quotes and quote requests 3. Follow up 1 w/ Requestor a. Confirm PREFERRED request (if possible) or present POSSIBLE (based on affordances of room) b. Ask for corrections/clarifications for confirmed specification document c. Adjust specification document based on needs + wants + what is possible 4. Follow-up 2 w/ Requestor a. Confirm changes (if needed) 5. Utilize Specification document to request initial quote from vendor 6. After receiving initial quote, confirm with requestor 7. FOR ITEMS totaling 5,000 or more - Send initial quote to Resources Management for equivalent quote request	Target 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.	The Instructional Technology survey was not distributed to faculty.	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.	Of the two sessions related directly to instructional technology (A Concrete Discussion about AI Tools, An Abstract Discussion about AI Tools) 1 faculty member rated the sessions as Slightly Useful, 4 faculty members rated the sessions as Moderately Useful, and 1 faculty member rated the sessions as Very Useful.
	Academic and Student	1.1	The library will continue	The library will expect a	The Faculty Library Survey was sent out	Inconclusive

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Support - Library	1.1	to investigate and adopt resources, services, and spaces to create a fertile environment for research, teaching, and learning.	5% increase in overall satisfaction with the library's services on the Faculty Library Survey	on 11/16/22 and 14 faculty members responded. Overall satisfaction with the library resources and services was 80%.	Inconclusive
				The library will increase faculty requests by 2% overall.	37 of the 430 titles purchased were by faculty request. Compared to last year's 105 of 522, this is a decrease of 11% from last year. The results are in part due to the Collection Development Librarian taking a leave of absent and later leaving the library.	Target Not 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.	100% of all employees will be provided with access to Search Committee Training and an annual email notice will be sent to employees with instructions for accessing the training.	Human Resources provided printed Search Committee Training materials to all supervisors on 11/4/2022 and hosted a live Search Committee Training Zoom session on 03/22/2023. The training was pre-recorded and was made available to all employees on 04/10/2023. Because the training contains applicant review information, it is not publicly available online but is available upon request through a shared OneDrive folder to all current employees.	Target 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.	The number of donors through June 21, 2023 is 2535. We will continue to count additional donors through June 30, 2023. We should exceed the prior year number of donors.	Target Met
				Increase the number of donor contacts and therefore donor meetings by 25% from the previous fiscal year.	Phone calls - 808 Meetings- 48 Mailings- 123 Emails - 8560 Tasks/other -13 Texts- 7178	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	Continued achievement of sport roster numbers. Baseball – 30 Women's Cross Country – 7	This is a multi year process and we are in the final 5th year. We will have the outcome of our NCAA Division III Status in July 2023. One of the requirements is sports sponsorship (NCAA III Bylaw	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
(B.2.) Advancement Excellence: Foster pride in the university and its programs	Academic and Student Support - Athletics	1.1	years.	Men's Soccer – 24 Softball – 20 Women's Volleyball – 14	<p>20.11.3). We are an institution with an enrollment of more than 1,000 students, so we shall sponsor six varsity intercollegiate sports, including at least three team sports, involving all-male teams or mixed teams of males and females; and six varsity intercollegiate sports, including at least three team sports, involving all-female teams. Result and analysis is to monitor recruitment and retention of our teams to assess if we are meeting the roster size requirements.</p> <p>Baseball –25 (min) games (played) 32games & Roster Size: 31 Women's Cross Country –5 (min) 5 events (played) & Roster Size: 7 Men's Soccer –13 (min) games (played) 19 games & Roster Size: 17 Softball – 24 (min) games (played) 47 games (9 post-season games-maximum for regular season is 40) & Roster Size: 19 Women's Volleyball –17 (min) 22 matches (played) & Roster Size: 16 Men's Cross Country- 5 (min) events (played) 5 events & Roster Size: 7 Women's Soccer- 13 (min) games (played) 20 games & Roster Size: 27 Women's Basketball- 18 (min) games 18 (played) & Roster Size: 12 Men's Basketball- 18 (min) 27 games (played-2 post season and 1 exempt-25 maximum) & Roster Size: 11 Men's Golf- 6 (min) contests (played) 7 contests & Roster Size: 8 Women's Golf- 6 (min) contests (played) 6 contests & Roster Size: 7 Men's Tennis- 10 (min) contests (played) 18 contest & Roster Size: 9 Women's Tennis-10 (min) contests (played) 20 contest & Roster Size: 11 Men's Indoor Track- 5 (min) events (played) 0 events & Roster Size: 8 Women's Indoor Track-5 (min) events (played) 1events & Roster Size: 7</p>	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
(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	Men's Outdoor Track-6 (min) events (played) 3 event & Roster Size: 8 Women's Outdoor Track-6 (min) events (played) 3 event & Roster Size: 7 [less]	Target 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	This is a multi year process and we are in the final 5th year. We will have the outcome of our NCAA Division III Status in July 2023.	Inconclusive
	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.	The more Campus Recreation opened up post covid sanctions, the more our new student staff were exposed to a larger volume of members. This created a new excitement of returning to normal and lent itself to healthy interactions. Also, our employee training day was very helpful in educating staff on how important customer service is to Campus Recreation. Of the 60 members who participated in our Customer Service Satisfaction survey, 95% said they agree/strongly agree that our staff is helpful and courteous. We are proud of that feedback.	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.	Five students were recruited to conduct oral history interviews during Homecoming (March) 2023. Of these, four students ultimately completed the training sessions. Though only four students received training, they completed oral history interviews with eight alumnae from the Class of 1973. One student failed to properly record two of her three interviews on the high-quality Zoom recorder, but usable recordings were captured on her smartphone recorder application in both	Target Not Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	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.	instances. The CWRPP intern gathered the materials (Consent/Deed of Gift forms, Biographical Survey forms, photographs, and audio files) and transmitted them to the Archivist. The students also began transcribing their interviews for later submission to the Archivist.	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.	6 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.	Yes - 44.55% No- 55.45%	Target Not Met
	Administrative Support - Institutional Research and Assessment	2.1	Institutional Research and Assessment will provide information to enhance university business processes among staff.	30% overall response rate for the annual Staff Satisfaction Survey.	This year, there was a response rate of 36% (79 of 222 responding) for the 2022-23 Staff Satisfaction Survey. The response rate was 39% 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 41% (60 of 147 responding) to the 2022-23 Faculty Satisfaction Survey. This compares to 29% 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	88% 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 offers.	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	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.	University's programs and offerings.	88% 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 offers.	Target Met
				75% of Staff 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.	88% 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 offers.	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.	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. 23% were neutral.	Target Not Met
				Publish at least two issues per fiscal year -- budget/resources permitting.	There were two issues of Visions published in 2022. The spring 2022 issue included nine briefs about faculty/staff accomplishments. There were seven student features, one faculty feature and two alumni features. Additionally, there were numerous alumni announcements included in Class Notes. The fall 2022 issue included four briefs about faculty/staff accomplishments. There was one student feature and 14 alumni features. Additionally, there were	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
				Publish at least two issues per fiscal year -- budget/resources permitting.	numerous alumni announcements include 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.	There are 16 chapters and we did not add a new chapter this year. We have 50 constituent/affinity groups.	Target Not Met
				Increase the number of alumni followers on social media by sharing University updates and Alumni updates by fifty followers each year.	<p>FISCAL YEAR 2023 SOCIAL MEDIA FOLLOWERS REPORT as of June 21, 2023</p> <p>Development and Alumni Social Media</p> <p>Facebook page followers 7/1/2022 to 6/21/2023: 2,008 to 2,088 (+80)</p> <p>Twitter followers 7/1/2022 to 6/21/2023: 748 to 741 (-7)*</p> <p>Instagram followers 7/1/2022 to 6/21/2023: 624 to 688 (+64)</p> <p>TOTAL FOLLOWERS 7/1/2022 to 6/21/2023: 3,380 to 3,517 (+137)</p> <p>Overall increase in followers as compared to prior year.</p>	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 is under construction and did not conduct the survey.	Inconclusive
				85% of Leadership Program students	The survey was not administered due to the restructuring of the Leadership	Inconclusive

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
				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.	Inconclusive
				85% of students participating in the Leadership Programming Surveys will either agree or strongly agree to have an increased understanding of others.	The surveys were not administered due to the restructuring of the Leadership Program.	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.	Homecoming registration was 360. This is 7 less than the prior year BUT the prior year was for 3 years which included 2 make-up HC celebrations due to covid.	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 2022-23 Graduation Survey response rate is 81% with 735 of 910 recipients responding. This is slightly higher than our response rate of 80% last year and 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.	Our Emerge 80! Spring Fitness Challenge ran for 12-weeks very successfully. We had three weigh-ins, offered free five day trials for Boot Camp & Functional Fitness classes, offered passive competitions and sent educational and motivational emails along the way. We exceeded our target goal. Participants who completed our survey, 93% said they were likely to continue their wellness goals. Overall, there seemed to be increased activity in our facility and we often saw the Spring Fitness Challenge participants working out in some capacity.	Target Met
	Academic and Student	1.1	The Counseling Center	At least 50 students will	We were able to present and participated	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Support - Counseling Services	1.1	will make an effort to increase awareness of mental health coping skills and mental health services available to students.	participate in one campus-wide mental health program offered by the Counseling Center.	in over 57 unique events and various programs across campus reaching over 200 students which increased the awareness of mental health coping skills and mental health services available. (See Attached Documents)	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.	Through our joining and participating in the Community Action Coalition we met this target. We also held our second annual Mental Health and Wellness Fair which included 12 community and 12 on campus agencies. (See Attached Documents)	Target Met
	Academic and Student Support - Housing and Residence Life	2.1	The Office of Housing and Residence Life will increase the average satisfaction rating of programs/activities sponsored by our staff regarding social/educational/cultural programs conducted in the residence halls.	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 the social/educational/cultural programs conducted in the residence halls.	Housing and Residence Life did not meet the goal of 5.6 satisfaction rate for the EBI survey when it comes to social/educational/cultural programs conducted in the residence halls. Only a mean of 5.16 was obtained.	Target Not 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 only achieved a mean of 5.35 when it comes to Quality of programs as reported from the EBI survey.	Target Not 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.	There were two events in the fall and none in the spring.	Target Not Met
	Administrative Support - Police Department	1.2	The Police Department will promote reciprocal trust between the university community and the Police Department.	5% decrease in complaints submitted against the police department from the previous year.	The university police department received no formal complaints.	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		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 university police department filed 136 incident reports.	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.	There were two events in the fall and none in the spring.	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. Eleven students enrolled in these courses (8 in POL; 3 in WS) in Summer 2022 and 100% completed the 2022 Action Project, including a mock legislative committee hearing. Students researched proposals to expand Medicaid's postpartum coverage to twelve months in Mississippi and prepared testimony from the perspective of a fictional interest group coalition, 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, the TVA's Government Relations Manager for MS, the District 11 Circuit Court Judge, and a former staff attorney for the MS Senate who is currently working as a civil rights attorney for the MS Department of Child Protective Services.	Target Met
				100% of students in LDR 250 will practice professional networking at a reception for elected-women officials in the state capital.	Fourteen students enrolled in WS 365 and POL 365 during the Summer 2023 semester and two students completed the institute but opted not to enroll in the associated courses. Again, students took a two-day trip to Jackson, MS, where they	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
				100% of students in LDR 250 will practice professional networking at a reception for elected-women officials in the state capital.	heard from panelists at the Capitol Building on the first day and participated in a large networking luncheon with women in elected and appointed office on the second day. In addition, a networking reception with the International Women's Forum of Mississippi was held at the Mississippi headquarters of Butler-Snow (the state's most successful law firm) on the evening of the first day. Students were again given business cards and discussed networking basics with program staff during the drive to Jackson; this time, they also had a networking guide included in their binders to help structure the session. At the networking luncheon, the keynote address was replaced with networking questions placed on each table, and guests were encouraged to sit with those they did not already know and use the questions to facilitate discussion. With even more attention than the previous years, Faculty in Residence worked to introduce students to professionals and leaders, and one faculty member was particularly intentional about matching students to those whose careers matched the students' interests. After panels and during both networking events, the CWRPP Director observed students introducing themselves, exchanging business cards, and attempting to make meaningful connections with elected officials, civil servants, nonprofit advocates, and government relations professionals. On the final day of the program, students were surveyed about their experiences. Of the sixteen students completing the institute, eleven (68.8%) gave the two networking events a 10/10 rating, and another three (18.8%) gave the events a 9/10. No student scored the events below a 7/10. While students expressed a desire for even more match-making and a wider variety of invitees and	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
				100% of students in LDR 250 will practice professional networking at a reception for elected-women officials in the state capital.	noted how hard it is to connect with professionals at first, this is strong evidence that students recognize the value of the networking opportunities provided and feel supported in participating.	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.	One graduate student completed WS 510 Practicum by helping plan and administer the 2022 NEW Leadership MS (NEW MS) summer institute. The student gained experience in event planning and curriculum development during the spring. In June, during the institute, she led election training workshops for the undergraduate students attending NEW MS, mentored the students, and received mentorship from faculty in residence.	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 new business partnerships were established in 2022-2023. Instead, the director worked to raise the profile of NEW Leadership MS, the Golden Girls Oral History Project, the Martha Swain Speaker Series, and other initiatives overseen by the CWRPP as part of a new, comprehensive fundraising campaign developed in consultation with the MUW Foundation Director. In April 2022, the CWRPP's Ascend Fund grant was renewed. While the Ascend Fund still hopes to renew the full \$50,000 grant, only \$37,500 is currently guaranteed.	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.	We did not secure a new international partner this year but we are still pursuing this effort with a university in Galway, Ireland. We did, however, secure the continuation of our bilateral exchange agreement with the University of Aichi Shukutoku in Japan. We continue to work with University Counsel to update this agreement and ensure it stays in affect.	Target Not Met
		3.2	The Study Abroad program will provide a safe environment for study abroad students.	There will be no reported incidents.	There were no incidents reported by our students who studied abroad in Ireland and Spain.	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	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).	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 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 13 campus and non-campus organizations. This is an 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	The university police department met quarterly with local first responder agencies. Meetings were used to maintain working relationships and provide current safety information.	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		2.2	The Police Department will make an effort to broaden the communication among outside agencies to promote safety.	collectively across the agencies.	The university police department met quarterly with local first responder agencies. Meetings were used to maintain working relationships and provide current safety information.	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 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.	We we able to build out the Slate CRM in order to capture the campus tour and link them to students who were already in Slate and add those not in Slate as Inquiries. We were not able to report numbers from year to date due to inconsistency in measurements between CRMs	Inconclusive
		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.	Slate has allowed us to make strides in many areas and our tour platform allowed us to capture what students visited campus whether through our tour platform or through an event. Although our platform was built out, our measuring proponent was not in place for a year to date comparison.	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, and mail and email campaigns.	1% growth rate in male freshmen students over a two-year period.	Enrollment was down overall which affected the male enrollment as well. We started the process of a name changed which we hope will allow us to see more growth in our male enrollment. Until then, there is currently no active efforts to specifically enroll more males.	Target Not Met
				1% growth rate in male transfer students over a two-year period.	There was no growth in transfer enrollment overall and there was less focus on gender growth as the focus was more on overall growth. There was about an 18% decrease in male enrollment from	Target Not Met

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.	Fall 2020 to Fall 2022.	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.	Only 38.7% of new freshman students from 2021 returned to live on campus for their sophomore year in Fall 2022.	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.	Housing and Residence Life had 56.25% of Sophomores in Fall '21 return to live on campus for Fall '22 (45 out of 80).	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".	<p>Students completing an online orientation session between April 2022 and January 2023 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 393 students respondents, 382 (97.2%) selected Strongly Agree (264, 67.2%) or Agree (118, 30%). This means the achievement target of 90% was met.</p> <p>Students responding to an evaluation survey after attending a face-to-face orientation session between April 2022 and January 2023 were presented with a different but related question: "Overall, I feel prepared for my time at The W." Answer options included Strongly Agree, Agree, Somewhat Agree, Disagree, and Strongly Disagree. Of the 160 respondents, 157 (98.1%) selected Strongly Agree (115, 71.9%) or Agree (42, 26.2%). (Students completing an online session during this time period were also presented with this question, but with a Yes or No response. Of the 393 respondents, 384 (97.7%) selected Yes.)</p>	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".	Though the question was different, the measure approximates the one stated in the achievement target and the total who strongly agree or agree exceeds the target percentage of 90%.	Target Met
	Administrative Support - University Relations	2.1	Increase social media traffic/engagement.	15% increase from previous year.	Overall social media engagement rate was up 56.8% Facebook +67.4 percent, Twitter +2.1 percent, Instagram -40.6 percent, LinkedIn 4.5%	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.	Baseline year information: Average total duration (all): 2,823.28 Average total page counts (all): 66.97 Average unique page counts (all): 25.37	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.	489 random audits were sampled. 83% were error free.	Target Not Met
		2.2	The Office of the Registrar staff will attend conferences and/or webinars throughout the year to improve customer interaction.	80% of students participating in the Registrar Student Satisfaction Survey will agree or strongly agree that their interaction with the Office of the Registrar staff was prompt and courteous.	2022-2023 Registrar Customer Satisfaction Survey Results 68% (52/77) students were either satisfied or very satisfied.	Target Not 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.	2022-2023 Faculty Satisfaction Survey Results Strongly Agree (19/58) - 33% Agree (35/58) - 60% Total 54/58 - 93% Disagree (3/58) - 5%	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		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 Disagree (1/58) - 2% Not Applicable (0/0) - 0%	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."	Due to late publication of the Academic Advising survey during a time of leadership transition in the SSC, only 38 students participated in the Academic Advising survey at the conclusion of the 2023 Spring semester. However, in spite of the small sample size, the results were consistent with the six previous years the survey has been administered. Of those surveyed, 29 students rated the quality of their advising as Very Good (76.3%), three rated it as Good (7.9%), four rated it as Acceptable (10.5%), none rated it as Poor, and two rated it as Very Poor (5.3%). A total of 32 of 38 students surveyed rated the quality of their advising as Very Good or Good (84.2%) , exceeding the target of 80% as in five of the six previous years the survey has been administered. (The outlier was 2020-2021, when many students reported barriers created by the transition to online classes during the pandemic.)	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 49 students enrolled in the Academic Recovery course (UN 098), 20 returned to good standing (40.8%), 10 were placed on continuing probation (20.4%), and 19 were placed on academic suspension (38.8%). The combined total of students who returned to good standing or were placed on continuing probation equaled 61.2% of the total enrollment of the course, which is an improvement over 2021-2022 but did not meet the stated achievement target of 65%. The face-to-face sections of the courses enrolled 20 students, of whom 10 returned to good standing (50%) and four	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.	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.	were placed on continuing probation (20%), for a combined total of 14 (70%). In the online sections with 29 students total, 10 returned to good standing (34.5%) and six were placed on continuing probation (20.7%), for a combined total of 16 (55.2%).	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 28 students who participated in three or more Peer Mentoring sessions, 21 (75%) 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 (10), B (5), C (6), D (3), F (3), W (1). More students in this year's cohort completed the associated course with higher grades. Fifteen (15) of the 28 students received a B or higher in the associated course (53.5%), compared to 28% for 2021-2022, while 10 students received an A in the associated course (35.7%), compared to 26% for 2021-2022. Overall three students did receive an F in the associated course (10.7%), while in 2021-2022 no students participating in Peer Mentoring at this level received an F. However, only one student (3.6%) withdrew from the course, compared to 15% in 2021-2022. Two important additional observations about this year's results: 1) The use of group sessions led by the Peer Mentor for Statistics affected these results as 60% of students attending three or more sessions for that course received an A. 2) Overall use of Peer Mentoring at the rate of three or more sessions was down by 39.1% (from 46 students to 28). Relative to enrollment, this equals 1.2% of students using Peer Mentoring in 2022-2023 (total enrollment of 2339) compared to 1.85% of students using Peer Mentoring in 2021-2022 (total enrollment of 2477).	Target Met
	Academic and Student Support - Systems and	2.1	Systems & Network will look for possible ways to	75% of students participating in the	The Student Technology Survey was released in April 2023. Participation	Inconclusive

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Network	2.1	provide high levels of student satisfaction.	Student Technology Survey will give an overall satisfied rating with the services offered through the Systems & Network department.	<p>increases/decreases are likely subject to limited survey participation and late semester Qualtrics survey posting.</p> <p>The Student Technology Survey reported out the following satisfaction ratings for services provided by the Systems and Network department.</p> <p>*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 respective areas of IT. Individual category and overall satisfaction ratings are below:</p> <p>Office 365: Very Satisfied (8/32) 25.00% Satisfied (13/32) 40.63% Satisfaction Rating (21/32) 65.63% - Last Year 78.19%</p> <p>GoogleDocs: Very Satisfied (15/33) 45.45% Satisfied (14/33) 42.42% Satisfaction Rating (29/33) 87.88% - Last Year: 79.12%</p> <p>Portal: Very Satisfied (11/37) 29.73% Satisfied (18/37) 48.65% Satisfaction Rating (29/37) 78.38% - Last Year: 81.73%</p> <p>Internet/WiFi: Very Satisfied (9/37) 24.32% Satisfied (9/37) 24.32% Satisfaction Rating (18/37) 48.65% - Last Year: 55.97%</p> <p>Tech Support: Very Satisfied (7/26) 26.92%</p>	Inconclusive

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.	Satisfied (9/26) 34.62% Satisfaction Rating (16/26) 61.54% - Last Year: 60.48% Overall Satisfaction Rating (65.63+87.88+78.38+48.65+61.54)/5 = 68.41% Last Year: 71.06%	Inconclusive
(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 93% 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 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.	We communicated with over 50 participants through debriefing, emails, and other moods of service and evaluation. (See Attached for Examples)	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.	We met with 33 students over telemental health. This was less than it was last year due COVID is no longer responsible for online sessions. This is documented in titanium.	Target Met
	Academic and Student Support - Sexual Misconduct & Title IX	2.1	The University will make an effort to increase awareness among	75% of Graduation Survey participants will state that they were aware of	2023 Graduation Survey Results: Yes - 79.07% No - 20.93%	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	students regarding the University's sexual misconduct (Title IX) policy.	how to file a sexual misconduct report.	2023 Graduation Survey Results: Yes - 79.07% No - 20.93%	Target Met
				75% of Graduation Survey participants will state that they were aware of what Title IX means.	2023 Graduation Survey Results: Yes - 85.71% No - 14.29%	Target Met
				75% of Graduation Survey participants will state that they were aware that MUW has a sexual misconduct policy.	2023 Graduation Survey Results: Yes - 95.1% No - 4.9%	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).	2023 Staff Satisfaction Survey Results: Strongly Agree - 29% Agree - 58% Total - 83% Disagree - 5% Strongly Disagree - 4% Not Applicable - 4%	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).	2023 Faculty Satisfaction Survey Results Strongly Agree: 45% Agree: 53% Total: 98% Disagree: 2% Strongly Disagree: 0 Not Applicable: 0	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	96% of students agree or strongly agree that they have an understanding of the current Hazing Prevention Statement.	Target Met

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.	hazing prevention statement.	96% of students agree or strongly agree that they have an understanding of the current Hazing Prevention Statement.	Target Met
(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: 1810 Contiguous states: 110 Other States: 68 Int: 35 Overall enrollment from Transfer was 515	Target Not Met
				1% growth rate in out-of-state contiguous freshmen students over a two-year period.	Admitted Freshmen MS: 331 Contiguous states: 51 Other States: 15 Int: 12 Overall enrollment from Freshmen was 120	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, and seminars by sport.	Host at least one camp/clinic with a minimum participation of 15 individuals per camp/clinic per sport.	This year, we increased the number of camp/clinic offerings; however, we did not offer 1 camp/clinic per sport.	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..	Human Resources and Traliant audit the employee list based on invoicing to ensure all eligible employees are in Traliant. We contracted with Traliant in August 2020 and will start the process of re-assignment of Discrimination/Harassment Training in 2024.	Target Met
				100% of new employees will be provided with access to	All benefits eligible and temporary new hires are assigned Preventing Discrimination and Harassment	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type	
					Discrimination/Harassment Compliance Training upon hiring and appropriate/recommended compliance intervals thereafter.	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.	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 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	Every sports team has submitted their schedules we are in compliance with the NCAA Division III and SLIAC requirements. Baseball –25 (min) with 35 games scheduled Women’s Cross Country –5 (min) 7 events scheduled Men’s Soccer –13 (min) with 20 games scheduled Softball – 24 (min) games with 40 games scheduled Women’s Volleyball –17 (min) with 24 dates of competition scheduled Men’s Cross Country- 5 (min) events with 7 events scheduled Women’s Soccer- 13 (min) games with 17 games scheduled Women’s Basketball- 18 (min) games with 23 games scheduled Men’s Basketball- 18 (min) with 25 games scheduled Men’s Golf- 6 (min) contests with 9 contests scheduled Women’s Golf- 6 (min) contests with 9 contests scheduled Men’s Tennis- 10 (min) contests with 16 contests scheduled Women’s Tennis-10 (min) contests with 16 contests 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	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	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	with 7 events scheduled [less]	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 7 book clubs and helped sponsor the Social Just Speaker series in February 2023. The library also held a retreat on microaggressions in the library for library staff on 1/6/2023.	Target Met
	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 the events but failed to complete the surveys.	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.	We received one proposal to study abroad but it was a language based program to Spain but we did not receive any from lesser represented areas.	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.	We are awaiting updated information; however, at this point we have increased gifts by 7%.	Target Met
	Administrative Support -	2.1	Food Service will improve	55% of Graduation Survey	79% of students answered good or	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Outsourced Enterprises (bookstore, food service)	2.1	its overall function to increase customer satisfaction.	participants will answer "good" or "excellent" regarding the effectiveness of food service on campus.	excellent on the survey excluding the NA responses Excellent 249 - 35.02% Good 180 - 25.32% Fair 85 - 11.95% Poor 31 - 4.36% N/A 166 - 23.35%	Target Met
				Food Service will score at least a 4.1 in overall satisfaction	Fall 3.7 Spring 3.9 Average was 3.8	Target Not 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.	Sample Size 108 % OF STUDENTS RATED THE BOOKSTORE "GOOD", "VERY GOOD", OR "EXCELLENT." 83% Customer Service 73% Selection of Traditional School Supplies (e.g., notebooks, pens, staplers) 76% Selection of branded apparel and merchandise 63% Inspiring school spirit and culture 66% Availability of merchandise 65% The sample size was extremely low in relation to the students served.	Target Not Met
		2.3	Food Service will increase catering and door sales.	Catering and Door Sales will increase by 8% from the fiscal year.	\$230,361.80 Catering sales from 6/1/2022 to 6/1/2023 excluding tax Door Sales June 2022-May 2023 \$131,574.77 Cafeteria \$269,260.23 Subway \$132,881.00 Common Grounds Total \$764,007.80	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 22-23.	Inconclusive
(F.2.) Financial Sustainability: Enhance and maintain campus	Academic and Student Support - Campus Recreation	5.1	Campus Recreation will maintain functional, well-equipped, clean and safe	90% of Customer Satisfaction Survey participants will indicate	In September 2022 we were finally awarded a designated Custodian for our facility. He has done a remarkable job	Target Not Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
infrastructure and facilities	Academic and Student Support - Campus Recreation	5.1	facilities.	that Campus Recreation facilities are well maintained and clean.	from the start. He had months worth of work to catch us up on, before he could get us to a maintained status. We are getting compliments from customers and we are very pleased. Unfortunately, our goal of 90% of our members was not met, we made it to 88.3%. However, we did exceed last year's percentage of only 65.8% stating they were satisfied. Also, some of the written complaints didn't regard cleanliness, but more of the nature of room temperature issues, out of order equipment, not enough racks for weights, etc.. Overall, we're very pleased with our outcomes.	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 (34/716) - 48.04% Good (290/716) - 40.50% Total (634/716) - 88.54% Fair (66/716) - 9.22% Poor (16/716) - 2.23%	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.	\$354.09 was spent on paper in the FY22 budget. \$273.40 was spent on paper in the FY23 budget. 23% decrease in the 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 58 out of 58 (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 09/15/2022-03/15/2023, 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 did not have applicable need to provide new online training videos and documentation for respective users, however, the MUW ITS department website was redesigned and	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		1.3	Systems & Network will assess and monitor campus needs and provide training videos as needed.	Provide 2 new online training videos for users.	most instructional content was transitioned to web applicable formats.	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 between 2.5 and 3 days to process the biweekly payroll. The processing time depends on the number of student workers and the timeliness of departments meeting the deadline to turn in time sheets. The biweekly payroll continues to grow based on (1) an increased number of student workers (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 30+ 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. The Employment Services Specialist (ESS) continues to assist the PAA 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.	Unfortunately, for the 22-23 year, the ITS technology survey for enrolled students was not appropriately distributed upon switching to a new assessment tool.	Inconclusive
		2.2	Deliver information	80% of staff participating	Unfortunately, for the 22-23 year, the ITS	Inconclusive

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		2.2	technology products and services that meet the needs of the university to achieve a high level of customer satisfaction.	in the Faculty/Staff Technology Survey will give an overall satisfied rating for the Information Systems department.	survey for Faculty and Staff was not appropriately distributed upon switching to a new assessment tool.	Inconclusive
	Administrative Support - Outsourced Enterprises (bookstore, food service)	1.1	Food Service and Facilities Management will enhance their safety practices.	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.	The Third Party Food Safety Audit 23 scored 97%. This is will above the target.	Target Met
				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.	The Third Party Health and Safety Audit 23 score was 90.5%,	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.	A total of 23 sessions were offered over the course of the 22-23 year New Faculty Orientation - In Person 18 Online 0 Total 18 Fall Dev Session 0 - Post Convocation In Person 94 Online 0 Total 94 (NOTE: These sessions immediately followed Fall Convocation and included 5 sessions, the attendance total is across these 5 session) Fall Dev Session 1 - Degreeworks In Person 5 Online 23 Total 28 Fall Dev Session 2 - OUR Panel In Person 4 Online 2 Total 6 Fall Dev Session 3 - BIT Panel In Person 6 Online 2 Total 8 Fall Dev Session 4 - ADA Compliance In Person 2 Online 5 Total 7 Fall Dev Session 5a - Book Adoption 1 In Person 1 Online 0 Total 1 Fall Dev Session 5b - Book Adoption 2 In Person 2 Online 0 Total 2 Fall Dev Session 6 - What is Going on With Student Engagement? In Person 2 Online 0 Total 2 Fall Dev Session 7 - Synergetics Intro Session In Person 6 Online 0 Total 6	Target Not Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
(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.	<p>Fall Dev Session 8 - P&T In Person 11 Online 6 Total 17</p> <p>Fall Dev Session 9 - Understanding Trauma in Students In Person 2 Online 4 Total 6</p> <p>Fall Dev Session 10 - Synergetics Intro Session In Person 7 Online 0 Total 7</p> <p>There were a total of 202 attendees to Fall 2022 Development sessions.</p> <p>Attendance (both online and in person) was tracked for all 10 of the sessions conducted by the KCTL during the Spring 23 Semester, the results were as follows:</p> <p>Spring Dev Session 1 - Teaching & Learning Grants/Learning Circles Relaunch In Person 2 Online 2 Total 4</p> <p>Spring Dev Session 2 - Easy Steps to Being ADA Compliant In Person 2 Online 1 Total 3</p> <p>Spring Dev Session 3 - Introduction to KCTL Recording Room In Person 0 Online 6 Total 6</p> <p>Spring Dev Session 4 - Synergetics Excel Training In Person 11 Online 0 Total 11</p> <p>Spring Dev Session 5 - Inclusivity in OUR Mentoring In Person 4 Online 3 Total 7</p> <p>Spring Dev Session 6 - A Concrete Discussion about AI Tools and Instruction In Person 8 Online 6 Total 14</p> <p>Spring Dev Session 8 - Supporting Student Success with Campus Communication Discussion In Person 4 Online 0 Total 4</p> <p>Spring Dev Session 9 - An Abstract Discussion about AI Tools and Impact In Person 7 Online 6 Total 13</p> <p>Spring Dev Session 10 - Advising Snacks & Chat In Person 2 Online 2 Total 4</p> <p>Special Session - Faculty Research Symposium In Person 16 Online 0 Total 16</p> <p>There were a total of 80 attendees to Spring 2023 Development sessions.</p>	Target Not Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
				At least 45 individual consultations on any aspect of teaching or instructional technology will be scheduled and completed annually.	Out of a total of 529 consultations recorded, 117 were directed related to the utilization of instructional technology or for teaching/curriculum support.	Target Met
		1.2	Faculty will feel that their professional development needs for technology use are being met by the Kossen Center's offerings.	65% of Faculty Satisfaction Survey participants will "strongly agree" or "agree" that "I have access to the software I need to be an effective instructor."	The Faculty Satisfaction Survey distributed by the OIR shows 25% (15/53) of respondents "strongly agree" that they have access to the software I need to be an effective instructor and 61% (36/53) of respondents "agree" that they have access to the software I need to be an effective instructor (for a total of 86% of respondents).	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."	The Faculty Satisfaction Survey distributed by the OIR shows 25% (15/53) of respondents "strongly agree" that their needs are being met and 55% (33/53) of respondents "agree" that there needs are being met (for a total of 75% of respondents).	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:"	The APIL Teaching program was discontinued in Fall 2022.	Inconclusive
				The average faculty score on the implementation question on the randomly selected annual Follow-up Survey will be 3.5 out of 5.	This item was not included in the KCTL end of year survey.	Inconclusive

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	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.	2021 Staff Satisfaction Survey Results: Strongly Agree - 36% Agree - 59 % Total - 95% Disagree - 5% Strongly Disagree - 0% Not Applicable - 0%	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.	41% Strongly Agree 58% Agree 1% Not Applicable 99% show they are aware of the university's sexual misconduct policy.	Target Met
				85% of Staff 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 Staff Satisfaction Survey Results: Strongly Agree - 44% Agree - 56% Total - 100 % Disagree - 0 Strongly Disagree - 0 Not Applicable - 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% Agree - 58% Total - 100% Disagree - 0 Strongly Disagree - 0 Not Applicable - 0	Target Met
		1.2	The University will make an effort to increase awareness among faculty regarding the University's	85% of Faculty Satisfaction survey participants will "strongly agree" or "agree" that	2023 Faculty Satisfaction Survey Results: Strongly Agree - 50% Agree - 47% Total - 98%	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
		1.2	sexual misconduct (Title IX) policy.	they are aware that the University has a designated person to coordinate the University's efforts to eliminate sexual misconduct on campus.	Disagree - 2% Strongly Disagree - 0 Not Applicable - 0	Target Met
				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.	2023 Faculty Satisfaction Survey Results: Strongly Agree - 53% Agree - 45% Total - 98% Disagree - 2% Strongly Disagree - 0 Not Applicable - 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.	2023 Faculty Satisfaction Survey Results: Strongly Agree - 53% Agree - 47% Total - 100% Disagree - 0 Strongly Disagree - 0 Not Applicable - 0	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.	2023 Faculty Satisfaction Survey Results: Strongly Agree - 52% Agree - 47% Total - 98% Disagree - 2% Strongly Disagree - 0 Not Applicable - 0	Target Met
	Administrative Support - Human Resources	2.1	Human Resources will ensure that all regular, benefits-eligible, temporary and adjunct employees are provided	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 Trailiant at the end of the	Target Met

Goal	Assessment Unit Name	Outcome Name	Outcome	Achievement Target	Result and Analysis	Result Type
	Administrative Support - Human Resources	2.1	with access to Code of Conduct training.	100% of current employees will be provided with access to Code of Conduct training.	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.	With the installation, implementation, and integration of the Hayland Onbase Document Manage system, IS developed training and set-up sessions for pertinent end-users, as it pertained to scanning, storing, and associating documents to Banner SIS records.	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.	An Information Systems staff did attend 90% of the Mississippi Banner Users Group meetings, including two IS attendees at the 2022 MBUG conference held in Tupelo, MS.	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%.	Resources Management trained 15 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%.	Still working with ITS on this report. No purchase orders report ran, so no data to collect. May look into changing this outcome.	Inconclusive