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Accounting and Financial Services	Innovation for Impact	Provide online payroll and accounts payable (student refunds and employee travel reimbursements) direct deposit enrollment.	Due to personnel changes in Procurement and Accounting, the ATM issue has not been able to be resolved as quickly as possible. The desired vendor is still offering us a lucrative price for this service, but there remains several contractual issues to resolve. Target implementation was Spring 2013. With the overall administrative changes occurring on campus, this maybe pushed out to Spring 2014.	Excellence through Quality	Provide additional Banner Payroll informational forms to campus users through online access.	Security maintenance has been a problem with this access. The individual targeted to manage this was on FMLA leave for a large part of the year. Once these tasks have been assigned to someone else and training is complete, we hope to release these forms to the campus. The new target date is December 2013.
Adventures in Math & Science (AIMS)	Innovation for Impact	To increase our enrolled students knowledge and use of online education	.100% of participants were signed up for the Academic Tutoring with live tutors online through the Paducah Public Library Partnership and in person. 85% utilized the services.•100% of participants were counseled on course selection to ensure selection of a rigorous curriculum.• Two students were given non-timed test based on disabilities which was coordinated by the Project and School Counselor.•100% of participants Individual Education Plans were completed and monitored for student progress in the summer component. • The Program received five retention alerts completed by Teachers on student progress during class cycle.• 100% of Program participants grade reports were reviewed by Project Staff.• 80% of students and parents had one-on-one meetings with Program Staff for those who were not making satisfactory progress.• The Program hosted two test taking workshops (one online and the other live).• 80% of Program participants took Pre-college curriculum courses during the summer component.• The Program hosted two Motivational workshops.• 80% of participants took Six-week courses during summer component based upon individual needs assessment and tests to assess skill level.• 73% of students reported getting additional homework help through Khan Academy (free math and science resource) at http://www.khanacademy.org/.• 70% of Participants utilized Chemistry Now which is a weekly online video series that uncovers and explains the science of common physical objects in our world and the changes they undergo every day. • 75% of the parents received instruction on using the New Math@Home now online which was explained to parents at a parents' workshop.	Innovation for Impact	Recruit and maintain relationships with our nine school partners and community liaisons.	The office staff met with all of the nine school Guidance Counselors and community liaisons to keep them abreast of program activities four times during the year.
American Humanics (YNL)	Innovation for Impact	Move YNL 485/685 and YNL 350 to Fall and Spring Semesters in order to attract more majors to program.	Both classes were taught both semesters and helped in a resulting enrollment of 75 students in the major in the first year as a major. No additional funding was necessary In the addition of these sections.	Excellence through Quality	Create Project Starlight which is committee of one individual from each program in the college with the main purpose of student recruitment and other activities	Project Starlight was helpful in sharing information in student recruitment but was most helpful in sharing information on mentoring processes for staff and faculty members. It was decided by all programs to continue Project Starlight as a way of brainstorming ideas outside of the traditional ways and keeping programs In touch with each other in a more informal way
Associate Provost for Graduate Education and Research	Innovation for Impact	To reconstruct the Graduate Recruitment functions, processes, and methods at MSU	During the 2012-2013 Academic Year the university replaced its current Graduate Recruitment Coordinator with a new coordinator. The new coordinator has revised the recruitment functions of the position, evaluated areas of recruiting potential, and established a more seamless process and working relationship with other on-campus recruitment offices. The number of recruitment trips has increased.	Excellence through Quality	Successful Completion of the SACSCOC Compliance Certification for University Reaffirmation	The unit has met the 2012-2013 goal of having the compliance certification completed 2-3 months before the due date of September, 2013. As of June 3rd the certification is 95% complete and is ahead of schedule.
Associate Provost for Undergraduate Education	Innovation for Impact	Ensure retention and graduation of Mayfield minority student cohort	Of the 32 Mayfield High Schools students who enrolled in classes at MSU in the fall 2012, 81% have signed up for fall 2013 classes. Of the six students who have not yet signed up for fall classes, two students are in good academic standing, one student is on academic suspension, one student left school due to personal reasons, and two students did poorly in the fall 2012 and did not return in the spring 2013. We are currently having conversations with the two students in good standing who have not signed up for fall 2013 classes to see whether we can find a way to encourage them to return.	Excellence through Quality	Develop strategies to increase retention by better preparing students to take courses with high D/E/W rates	Our specific goals set for the 2012/2013 academic year were:(1) identify high D/E/W courses(2) conduct data analyses to determine student characteristics that predict D/E/W (3) based on #1 and #2, begin to develop intervention strategies. Progress toward achieving these goals:(1) Achieved. We identified those courses and instructors who consistently have D/E/W rates at or above 30%. (2) In progress. We have completed the statistical analyses on two of the six courses we are targeting. We are currently conducting the statistical analyses on the other four classes. (3) Achieved. We have attended a Gateway Course Completion conference, have read numerous articles, and conducted extensive research on this topic. Additionally, three of the six instructors have already determined which modifications they will make in their classes to ensure fewer grades of D/E/W while not reducing the rigor of the course.
Bachelor of Integrated Studies Program	Innovation for Impact	Revive the one-credit hour Community Education courses to create up to 30 new enrollments for the Fall 2012.	Due to low demand, the Office of Non-credit and Youth programs did not develop one-credit hour Community Education courses. Instead, the department revived a partnership with Ed2Go and Gatlin training for the delivery and facilitation of online workforce training programs. In addition, the Non-Credit Office has began offering GRE Prep Courses at the request of the Provost Office to help prepare students for graduate admissions.	Excellence through Quality	Create a retention and graduation plan for the Integrated Studies program.	Historical data was collected for the number of BIS graduates per graduation date. This information was disaggregated by campus then matched with a database of each student's start date. This process produced a rate of time-to-completion per students and by campus. These rates will be monitored at the end of each semester and compared similarly to the way enrollment rates are used by the department.In addition, the Map-works retention tool was implemented into the BIS advising processes. All BIS advisors were trained on the system-wide retention system that allows for real-time tracking of student progress.

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Bookstore	Innovation for Impact	Concentrate on survival strategies for improving the textbook department.	The Sub-Agent Agreement to sell digital content and/or e-books has been finalized through legal counsel. Once the agreement is signed by both parties, we will be able to offer digital course materials as approved by individual faculty. The RFP process has been completed and affiliate agreement is currently being reviewed by legal counsel for a textbook rental program that will compliment our in-house program, allowing us to offer the majority of our textbooks as rentals. This program also provides the opportunity to buyback the used rental textbooks to increase our used book offering. We have also been selected to "pilot" a textbook inventory sourcing program and the agreement is currently being reviewed by legal counsel. This program will help us to increase our used book inventory.	Excellence through Quality	To become PCI (Payment Card Industry) Compliant by meeting all security rules and regulations	Our staff joined Wendy Cain and Drew Perry for a pre-assessment meeting where PCI security rules and regulations were explained. Problem areas were identified and new controls and procedures have been put into place to insure PCI compliancy. Our progress will continue to be measured by the SAQ (Self Assessment Questionnaire).
Breathitt Veterinary Center	Innovation for Impact	Green Initiative	The Breathitt Veterinary Center implemented energy savings measures to reduce energy consumption. Efforts included turning lights/equipment off when not in use, adjusting building temperature during non-operational hours, and replacement/upgrade of HVAC equipment to more energy efficient units. Through May 2013, electricity cost was reduced by 11.2% and KWH usage reduced by 10.9% over the same period in the previous year. Through April 2013, natural gas cost was reduced by 23.5% and CFF usage reduced by 12.9% over the same period in the previous year. Efforts to sustain or improve on the energy savings will be continued.	Excellence through Quality	Customer Satisfaction	The Breathitt Veterinary Center (BVC) is committed to providing "Excellence through Quality" in animal disease diagnostic testing. The BVC conducts periodic Customer Satisfaction Surveys to provide external evaluation of the quality of service provided by the laboratory. A 13 question survey has been used for three annual surveys to evaluate customer satisfaction across time. BVC personnel were challenged to exceed the previous survey results by focusing on attention to detail and compliance with the Quality Management System and increasing the amount and quality of communication with clients. Scores on all 13 survey questions were improved over the previous survey (2012) and exceeded a 90% weighted average (>4.5 out of 5) on all survey questions. Efforts will be implemented to sustain this high level of customer satisfaction.
Career Services	Innovation for Impact	Increase the number of employers attending MSU's Career Fairs	Career Services staff members used a number of advertising ideas to attract new organizations to campus for all of the career fairs. This year two-hundred and twenty-five companies total attended career fair events. This number which was an increase over last years' total was still short of the projected number established in the early fall of 2012	Excellence through Quality	Increase the number of student participants for the Career Services sponsored Career Fairs	The staff of the Career Services office made several attempts to increase the number of students participating in the four Career Fairs by employing various marketing technics. Marketing strategies that included direct email, notification of events through social media, newspaper advertisement in addition to many classroom presentations were less than productive and did not provide the fifteen hundred participants that were projected. During the 2012-2013 academic year fourteen hundred student participants participated in all four career fair events.
Center for Academic Advising	Innovation for Impact	To provide students with a tool that will aid in their success as a student here at MSU. The tool will be a "Student Success Guidebook" that will include pertinent information/resources about the University and other information for success.	Progress achieved towards the "Student Success Book," is in the final editing phase. The book is a collaborative effort with faculty, administrators and staff from various departments, and students. The book was going to be a tool for students to purchase in the book store, but because of copyright infringement, the current plan is to make the book an online resource for students to download and utilize in their first year experience and/or transition course. It will serve as a tool for faculty to utilize in their transition's class to more effectively meet the needs of first year students. This has not been assessed, but as we are developing ways to more effectively teach the transition courses and first year experience course, this book will be a resource that will provide information to aid in the success of our students. The book will be available for use starting Fall 2013.	Excellence through Quality	To provide opportunities for students to continue exploring majors/careers beyond their first semester.	Progress achieved towards providing opportunities for students to explore majors/careers was accomplished with a collaborative effort with Career Services. A career workshop was implemented that involved the MBTI assessment and other career insights and discussion. The workshop was for an hour and a half and light refreshments were provided. Only ten students attended, but after reflecting upon the event, the small numbers made the event more personable and effective. A formal assessment was not provided, but student feedback was very positive, and following the event the students voiced how they felt more confident about what major/career direction they wanted to go in and some declared a major. The workshop will continue to be implemented with a collaborative effort from Career Service. To provide more chances for students to attend the workshop, it will be given on multiple occasions to better accommodate students.
Center for Continuing Education and Academic Outreach	Innovation for Impact	CE/AO MSU Paducah Campus will work with the College of Business in development of the new Logistics System Supply Chain Mgt Degree	Over the last twelve months, Dean Tim Todd, Dr. Betts of the BCOB, and Dean Van Horn have met with local community members in Paducah to discuss the new upcoming degree. Meetings were held with WKCTC faculty and the WKCTC marine industry/logistics department and local marine industry administration. The degree program has been approved by our BOR, and our early efforts have developed interest in our program.	Outreach with Partnerships	CE/AO will work with our Regional Campus in Madisonville and our MSU Transfer Center to pilot an "Early Admission Program" with Madisonville Community College.	We are on target to implement the new "Early Admission Pilot Program" for fall 2013. CE/AO has worked with Madisonville Community College to work out an agreement that benefits both institutions. We are simply awaiting information from the Registrar's Office as to which catalog the early admissions students will be required to follow.
Center for Telecommunications Systems Management Program	Innovation for Impact	Develop TSM lab-based courses via on-line systems & virtual lab environments	Identify and submit proposal to NSF or similar agency for funding by May 2013, requesting support for the development of course material and on-line lab equipment. Create a pilot project to test lab environment by end of summer 2013.	Innovation for Impact	Create database of companies, that have hired TSM students for jobs and internships, to foster relationships with companies for future opportunities.	Create database to house company data.Populate database with companies that have hired TSM students.Populate database with companies that have provided internships to TSM students.Develop procedures for ongoing data entry of student and company information.
CFSB Center	Innovation for Impact	To develop an elite monthly series (Lovett Live Onstage) where up and coming artists from Nashville will come to perform.	We had a very successful entertainment and event line up in 2012-2013 for our Lovett Live Series. We have hosted several artists in our Series that currently have singles on country radio. After one year of working with the agencies in Nashville we can already see a positive impact after starting the booking process for 2013-2014. The Lovett Live Series has also played a direct roll in booking additional talent such as our Little Big Town Concert and Bob Dylan.	Innovation for Impact	To develop a student organization (Racer Live) to a level that will be recognized and validated by professionals in the entertainment industry.	Racer Live has seen growth this year with an increase of membership to around 25 students. They took an active role in the promotions of our Lovett Live series and they hosted their first self booked and promoted concert, Shawn McDonald.

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Chief Facilities Officer & Director of Facilities Design and Construction	Innovation for Impact	Begin migration of different building automation control systems into the newly acquired master control system at Central Plant	Due to lack of funding, no buildings have been migrated onto the master control system at the Central Plant. However, it was recently determined that a funding balance from the Elizabeth College Renovation will allow the migration of the Elizabeth control system onto Central Plant. This work will be planned for completion in the Fall of 2013.	Outreach with Partnerships	MSU has already partnered with Paducah and McCracken County to fund a new facility. The goal is for MSU FM to reach out to the entire Paducah/McCracken County community to successfully construct the new facility.	MSU FM has worked closely with the local governments, local neighbors, architects, engineers and contractors to accomplish the completion of the facility by January of 2014. The project is currently 50% complete and on schedule for Final Completion on December 14, 2013.
Chief Information Officer	Innovation for Impact	Increase visibility and utilization of Tegrity lecture capture system	Our goal was to increase visibility and utilization of Tegrity Lecture Capture System by increasing faculty use of the product by 25%. This goal has been met. In June of 2012, there were 8 faculty who had used the product, with a total of 40 recording views. By May of 2013, 153 faculty had used Tegrity, an increase of over 1812%. Recorded views grew from the original 40 views to 2196, an increase of 5390%. Student feedback indicates greater satisfaction and better learning outcomes with faculty utilization of this product.	Excellence through Quality	Develop VDI as a viable alternative to standard desktop units for administrative users	Our goal was to expand the administrative use of VDI terminals 100%. This goal has been met. June 2012 we had one administrative VDI user. By summer 2013, we had installed VDI as the primary computer for 21 administrative staff and for 17 student worker stations. These machines are placed in nine discrete offices for administrative staff. Reaching this level of penetration will help accelerate our efforts to deploy this strategy campus-wide.
Arthur J. Bauernfeind College of Business	Innovation for Impact	Fund subscriptions for Bloomberg Financial terminals.	these terminals will be used in the State Farm Financial Services Resource Center, as well as for teaching and research purposes in the Dept. of Economics and Finance, the College of Business and the Library. The educational discount allows us to purchase three yearly subscriptions (at $60,000 per year for the 3) and receive an additional 9 terminals...a total of 12 terminals for $60,000 per year. These terminals will not only enhance student learning, but will also enhance faculty research and will greatly assist faculty recruiting in the Department. In addition, familiarity with Bloomberg will be a benefit to our students as they graduate and begin their careers. This will certainly open doors for our students that may not now be available. In addition, this subscription will distinguish Murray State, which will be one of three Universities in the Commonwealth with this capability. The College and Dept.. are committed to using foundation money, as well as raising outside dollars to help with the cost of this subscription. Status: This is still a priority for the Dept. and College...other funding sources are being examined along with other philanthropic sources. The recurring resource stream is problematic though. Not yet achieved.	Excellence through Quality	Ensure appropriate processes in place regarding AACSB accreditation, ACEJMC accreditation, and the COB's role in SACS accreditation	Ensure an active role for all three accreditations, particularly AACSB with the self-study reports being completed and sent by Nov., 2012, with visit in Spring, 2013 and SACS (and the COB role in that) with self-study reports rolling for the next few months, with visit Spring, 2014. Many in the COB are involved in both of these accreditation efforts and will continue to be involved ensuring success. Achieved with successful AACSB maintenance of accreditation for another five years. Next visit: Spring, 2018.
College of Education	Innovation for Impact	Increase College grant submissions by 8% to provide innovative services to the educational community in the service region.	Objective / Timeline1. Contact the COE faculty who attended John Roark's workshop last spring.2. Find out where each faculty is in the design and submission of a grant proposal.3. Provide appropriate resources from the Dean's office to support the completion of their work. 4. Coordinate efforts with the office of sponsored programs to finalize proposalsResults:While the goal stated a percentage increase in grant submissions, the report needed to make a comparison was not available from last year. The total amount for grant submissions was $1,454,329 for 2012-13, but failing to have a comparison number, a determination cannot be made. A determination can be made about grant productivity with three years of data available for analysis. The total grant dollars for 2010-11 was $1,143,225, and for 2011-12 a much reduced $665,219. For the 2012-13 year the grant dollars awarded increase to a total of $813,778. Since the awarded dollars increased by $283,559 for the current year, calculating a 22% increase from the previous year it stands to reason that grant submissions were also up 8% or more, so the goal to increased grant submissions has been met.	Excellence through Quality	Reach CPE goal of 18% of students scoring in the top 85th percentile on the PLT.	Objective / Timeline1. The version of the PLT has changed and program coordinators will need to realign PLT versions 0622 or 5622, 0623 or 5623, 0624 or 5624 to appropriate courses.2. Redesign the Blackboard test prep course to reflect the exam's emphasis on assessment topics.3. Review the COE PLT website to make sure it is aligned to the new version of the exam and promote it again using the COE Facebook page. 4. Assign a faculty member to coordinate the above. Results:Ms. Farmer the COE reference librarian has redesigned the PLT test prep course to reflect the new version of the PLT with emphasis on assessment and has transferred the course to the Canvas platform. All 142 students enrolled in student teaching for fall 2013 have been automatically enrolled in the test prep course and anyone else who seeks help or is referred by an adviser is enrolled in the course. Currently 30 students have accepted and are enrolled in the course.
College of Health Sciences and Human Services	Innovation for Impact	1. Host a multidisciplinary conference to serve as a foundation for sustainable partnerships between academia and community stakeholders.	The success of the conference will be assessed with the following criteria:1. Number of conference attendees2. Quality of sessions provided as measured by attendee feedback (session evaluations)3. Number of attendees at pre-conference workshops / profitabilityThe CLUE Conference was a huge success -1. The conference had over 500 attendees on Thursday, 300+ on Friday, and 100+ on Saturday morning exceeding our expectations.2. The quality of sessions was rated as excellent by most attendees. The Keynote speaker, Dr. Mark Taylor was a huge success. Most people in attendance have requested that we bring Dr. Taylor back for a longer session in the fall.3. The number of sessions with well-known speakers was larger than expected. Therefore, we did not include preconference workshops.The CLUE Conference will be hosted again next spring with slight modifications in establishing the speakers and fielding proposals.	Innovation for Impact	2. Secure external funding for collaborative outreach programs designed to improve health related outcomes for citizens of Western Kentucky.	External funding will be pursued by the Dean's Office to enable us to expand our collaborative efforts with several health care providers and the Murray-Calloway Wellness Consortium. The goal is to fund a coordinator position that would enable the College of HSHS and the health care providers within the region to better coordinate the services offered for children in western KY. This goal will be assessed based upon the success or failure of our grant proposals, or on whether or not we receive funding for a coordinator.The grant proposal was written and submitted with a $40,000 request. We were not funded despite very positive feedback on our ideas. The only funding received for this initiative was $5,000 to conduct the community-based needs assessment. The Wellness Consortium will identify other potential sources of funding and write another grant proposal.
College of Humanities and Fine Arts	Innovation for Impact	Conduct a comprehensive review of college programs and activities.	The CHFA BPR team conducted a thorough review. Results and recommendations were submitted to the President's Office by the designated deadline, and those recommendations were accepted and implemented.	Innovation for Impact	Each of the 8 departments in the college will sponsor/engage in at least one outreach event for the community/region.	Each department in the college conducted several such events, and some departments put on numerous events. Despite ever-more challenging economic times, the college continues to serve as a cornerstone for cultural and educational activities in our region.

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College of Science, Engineering and Technology	Innovation for Impact	IET-Electromechanical ET Partnership	A Lecturer position has been filled in EMT for the 2013-14 AY, and the development of online curricula and partnership agreements with community colleges is proceeding.	Excellence through Quality	Work to secure funding for facilities renovation.	The proposed and CSET funded renovation of GSC 446 laboratory space was placed on hold by the President's Office in the winter 2013 and has not been released. BL459 and 462 have been renovated with CSET funds and repurposed as a GSC Terrain Laboratory and EGR student project space. Funds are now in place for renovation of Freed Curd Auditorium and this is anticipated to take place in summer 2014. Funding for the third phase of the science complex will not be received from the state during this budget term.
Community Relations	Innovation for Impact	Develop T & G U (Town & Gown 'University')	This goal was not funded for the 2012-2013 academic year and little progress was made toward developing a curriculum for a "Town & Gown University." I will make an effort to develop and promote a leadership program for community and campus leaders using existing Town & Gown Partnership resources.	Innovation for Impact	Conduct an updated survey of the economic and cultural impact of MSU on our community and region	This goal was not funded for the 2012-13 academic year. This is a very expensive project which requires significant institutional support in order to be undertaken. No progress achieved.
Counseling and Testing	Innovation for Impact	To develop an Advanced Practicum placement within the Counseling Center	We were able to develop and implement successful practicum placements with both the Psychology Department and the Counseling Department. In the spring we had an Advanced Practicum student from the Clinical Psychology Master's program as well as a Practicum student from the Clinical Mental Health Counseling Master's Program. In the fall of 2013 we are scheduled to have both a Practicum student and an Intern from the Clinical Mental Health Counseling Master's Program.	Excellence through Quality	To minimize time clients spend on the waiting list before being assigned to a counselor and receiving counseling services	In the fall we did have some clients on waiting lists, but they were always assigned to a counselor within 3 weeks of the date they completed paperwork. In the spring, we did not have to implement a waiting list. We also successfully provided on-call crisis management services as proposed. This was due to the hiring of a temporary part-time counselor in addition to the two practicum students mentioned in Goal 1. We hope to be able to continue to hire additional counselors if needed in the future so that we can effectively meet the needs of all our potential clients as quickly as possible after the need is identified.
Counseling and Testing	Innovation for Impact	To expand the Testing Center to include 10-15 workstations for computer-based ETS testing, rather than the 4 workstations we have currently.	Due to budget constraints and space constraints, this goal was not feasible for this year. Because ETS requires very specific minimal space requirements for each workstation, significant reconfiguring, construction, or relocation would be necessary before this goal could be met.	Innovation for Impact	Work with surrounding communities to increase their awareness of what services our Testing Center offers.	Due to personnel constraints and this being a transition year for the department, this goal was not completed. With multiple retirements and new hires within University Counseling Services, we were not able to make this goal a priority at this time.
Department of Accounting	Innovation for Impact	Create a Freshman Forum series to help engage freshman students more quickly in the Department of Accounting's cadre of professional development activities.	A listing of items for possible inclusion in both the Freshman Forum series and the Freshman Orientation course has been developed. Faculty will approve the final plan upon their return to campus in August.	Outreach with Partnerships	Create a coordinating group for the Volunteer Income Tax Assistance program currently being offered by both the Department of Accounting and the United Way (and possibly by other, church related groups.)	Publicity regarding the coordinated efforts of the United Way and the Department of Accounting has appeared in the Murray Ledger & Times (local newspaper). Principals for the group will meet this summer to plan and implement details for the upcoming (2014) tax season.
Department of Adolescent, Career and Special Education	Innovation for Impact	In response to 16 KAR 5:040, Admission, Placement, and Admission to Student Teaching, ACS faculty will implement co-teaching strategies into graduate and undergraduate programs	1. Co-teaching strategies were embedded into all appropriate methods and practicum courses in the ACS unit. 100% of all appropriate syllabi included co-teaching strategies within the instructional methods. The next steps are to continue embedding co-teaching strategies within all ACS courses.2. Sixteen ACS (100%) faculty attended co-teaching professional development workshops Fall 2012. Evaluations were completed at the conclusion of each workshop. Results are in the office of Teacher Education Services (Alesa Walker). Any new faculty for 2013 will attend the co-teaching professional development workshops Fall 2013	Innovation for Impact	In response to Senate Bill 163, ACS faculty will develop a partnership with Arts, Humanities, and Sciences faculty to ensure that all pre-service teachers will receive instruction on how to improve content area reading skills in program content areas .	1. Content area reading skills were embedded into all appropriate professional education and methods courses Spring 2013. 100% of all ACS course syllabi indicated the inclusion of the content area reading skills.2. A faculty member was identified who is a content area reading specialist and worked with senior level practicum course instructors to incorporate various content area reading strategies. Evaluation was completed through course instructional activities during each session. Discussion will continue as to the development of a specific content area reading skills course for the future.

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Department of Agricultural Science	Innovation for Impact	The Department of Agriculture Science will use new innovations to make contact with, recruit, develop and maintain relationships with prospective students.	The time-line will be from June 2012 until July 2013:1. The Agriculture Science Department will document how many tweets were received to the hash tag - #AgriRacer. There were 135 tweets to #AgriRacer.2. The Agriculture Science Department will document the times "unique users" use #AgriRacers the site. There were 27 unique users identified.3. In reference to: the department will look at steps to reply to "target tweets" for promotional and recruitment activities, The Hutson School of Agriculture has a graduate student under the direction of Dr. Bellah developing a systematic plan for regular contact with all users on the media of their choice. Contact will be made a minimum of once every two months. Results will be tracked and will be used among other usages as a student recruitment tool.	Innovation for Impact	The Department of Agriculture Science will engage potential students through outreach by conducting related agricultural events.	Results are as follows: Event Students/Attended:IFAL: 43Racer Academy: 173State Fair: 52Racer Round Up: 630Soil Judging Contest - 200National FFA Convention: 157Racer Days/Summer O: 295FFA Sales Contest: 49FFA Welding: 33National Farm Show: 117Pennyrile FFA Day: 259Purchase FFA Day: 283West Tennessee Public Speaking Day: 73FFA Field Day: 1,305Kentucky State FFA Convention: 1002. In reference to the "Questions will be added to a survey given in AGR 099 to determine which outreach events helped students to select the Department of Agriculture Science as their choice of education". Students were asked to select events they had attended that helped them decide to come to MSU. The following table shows the events, ranking, and student responses expressed as a percentage. Event/Ranking/Response PercentRacer Days/Summer O's: 1: 54.2%National FFA Convention: 2: 41.2%FFA Field Day: 3: 29.2%Racer Round Up: 4: 25.0%KY State FFA Convention: 4: 25.0%Racer Academy :6: 20.8%State Fair :7: 16.7%National Farm Machinery Show :7: 16.7%West Tennessee Public Speaking :9: 12.5%Soil Judging Contest :9: 12.5%Institute for Future Agriculture Leaders: 11: 8.3%FFA Welding :12: 4.2%FFA Sales: 12: 4.2%FFA Pennyrile: 12: 4.2%FFA Purchase: 12: 4.2%In summary, the Department of Agriculture conducted a number of agriculture events that engage potential students. Of the fifteen events identified to gather data, the students response percentages were pretty much as administration & faculty expected. In critical budget times it is important to note that all student contacts contribute to the overall continued record growth and enrollment in Agriculture as shown with 867 full time students. The 5 lowest events by percentages (identified as under 10%) are still held by the Hutson School of Agriculture as important. These events were held on campus with minimum cost to us and should be continued (as should all the events) to keep our recruitment momentum.
Department of Animal and Equine Science	Innovation for Impact	To research and develop a plan for utilizing problematic waste material from the equine unit as a heat and power source for the unit.	Stall waste and disposal has been problematic for the equine unit. Research and identify systems that would allow this problem to instead become an opportunity Partner with WK Agbioworks, CSET, College of Business and RBIC to investigate alternate systems on the market to utilize stall waste as a source of both heat and power for the equine unit and the efficiencies of such a unit.Results: Investigation concluded. LEI Products in Madisonville selected for BioBurner System. Develop a small scale test model, install such a unit of a test basis and evaluate the result according unit cost and system savings versus normal heating systems.Results: Pilot Bioburner operation installed at Garrett Center; operation very functional; undergraduate animal Science Presidential Scholar conducted research on different fuel types including animal waste.Present plan to administration. Plan submitted to administration; Kentucky Department of Energy and Environment grant received for $309,000. System to be implemented in 2013-14.	Innovation for Impact	Promote the use of high stock density grazing as a part of a holistic approach to forage production and environmental improvement	Implement a system of high stock density grazing utilizing available resources of land and animals to determine if the use of animal impact using appropriate methodology will improvewater balance, mineral balance, plant composition and animal performance without additional conventional inputs.Results: Investigation ongoing. To date forage production has increased 52%. Plant diversity is up as is water retention. pH of soil has risen two full points thus increasing availability of all nutrients for plant use. No soil amendments have been applied.Develop on campus demonstration site that will serve as an industry model.Secure model systems sites for students to visit and view observable results.Results: On campus demonstration site has been developed that can serve as an industry model.Additional sites that can serve as models have been secured for students and producers use.Incorporate seminars for faculty, students and area producers utilizing world renown speakers who are currently working with a system of this type.Results: Two seminars with 180 in attendance have disseminated information to regional beef producers.Collect data as to productions/profitability of a high stock density grazing system and conventional type systems through comparative forage yields, quality and animal performance.Results: Data collection is ongoing. Results to date show increased profitability because of lower use of stored feeds.
Department of Art and Design	Innovation for Impact	Develop Curricular Relationships in the Foundation Level Courses	• Developed the PODS concept for the fall foundation studio courses and made plans for the fall and spring.• Conducted regular meetings of the PODS and made recommendations to the Curriculum Committee for further development in 2013/14.	Innovation for Impact	Increase Outreach to Local Arts Organizations	• Developed stronger relationship with art galleries in region with Gallery Hop Events.• Assisted the development of community arts project in Murray and Benton.
Department of Biological Sciences	Innovation for Impact	Biology alumni will be invited to attend a summer picnic and the gathering will be used as a fund raising activity for scholarships and awards.	Biology alumni have been invited to attend the June 22 (2013) picnic held at the Hancock Biological Station. The gathering will be used to bring alumni to campus, allow them to meet faculty and tour our new campus facilities, and as a fund raising activity for scholarships and awards. There will be a special effort by faculty to contact graduates with the M.S. degree, although all alumni will be invited. A special plaque honoring M.S. Thesis graduates has been commissioned and will be dedicated June 22 in the Biology Building.	Excellence through Quality	We will assess student satisfaction with the Biology Department by creating a survey that will be administered to graduating seniors.	Forty-two graduating seniors in Biology were surveyed during the Senior Seminar classes in F12 and S13. Topics included in the survey were: quality and availability of courses; academic advising; quality of preparation for graduate or professional school or employment,.

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UNIT	IMPERATIVE 1	GOAL 1	GOAL PROGRESS 1	IMPERATIVE 2	GOAL 2	GOAL PROGRESS 2
Department of Chemistry	Innovation for Impact	Develop, utilizing the existing "Google Calendar" structure, a preventative maintenance system for existing equipment in the Department of Chemistry.	We targeted six instruments for inclusion in an instrument preventive maintenance (PM) program. This was set up using the Google Calendar for scheduling and Google Documents for storage and retrieval of relevant data. We completed initial maintenance checks on five instruments during the spring semester, and the maintenance checks were published in a shared Google folder. The sixth instrument (AAS) has required extensive maintenance this year. Follow-up PM checks are scheduled to be completed in August, prior to the start of the fall semester. These are scheduled in Google Calendar, with an email reminder two weeks prior to August 1. Instrument MSU Asset # Primary User PM DateAnalyst 800 AA Spectrometer (AAS) 100120 Bommanna Loganathan Extensive maintenanceG3440A Agilent 7890A Series GC, FID/ECD (GC-ECD) 109996 Bommanna Loganathan 3/29/2013G3243A 5975C inert MSD/DS Performance Turbo EI System (GC-MS) 109998 Bommanna Loganathan 3/30/2013G1354A 1200 Series HPLC Quaternary Pump with G1379B degasser SN JP94113329 (HPLC) 110001 Bommanna Loganathan 4/23/2013Agilent G6460AA 6400 Series Triple Quad LC/MS system (LC-MS) 112066 Daniel Johnson 3/29/2013Spectrophotometer, Hach DR5000 UV-Vis 103873 Bommanna	Innovation for Impact	Re/establish contacts with regional chemical and allied chemical facilities	Utilizing data bases from the Kentucky Cabinet for Economic Development (http://www.thinkkentucky.com/kbiis/), we were able to identify 128 companies in the area classified as manufacturing with a NAICS code of 31, 32, or 33. Of the 128 companies listed only 25 or ~20% of them could be unambiguously classified as chemical or allied chemical companies. To date we have contacted 12 of these companies (48%), and personally visited 9 of the facilities (36%). This substantially exceeds our target of contacting 10% of the companies by mid spring of 2013.
Department of Community Leadership and Human Services	Innovation for Impact	Explore the idea/concept of a nonprofit /social entrepreneur incubator	Representatives in the areas of Youth and Nonprofit Leadership, Community Leadership and Human Services, Bauernfeind College of Business, and the Murray-Calloway County United Way met to discuss plans for a nonprofit/social entrepreneur incubator. A proposal for the incubator was drafted and circulated among members of the group. The Bauernfeind College of Business also, included the incubator as a Triple I goal for 2012 - 13. The Youth and Nonprofit Program added a graduate course in social entrepreneurship, which complements their undergraduate course offering. It is anticipated that as demand continues to develop in this area, the incubator will be realized.	Innovation for Impact	Identify and collect data on student service-learning and community service activities for department use.	In January 2013 the Get Connected/Volunteer Murray volunteer management website became a reality. This website connects volunteers with those needing their help (nonprofit organizations). MSU students in courses that require volunteer hours and/or service learning projects now have a place to get connected with opportunities. Use of the website is anticipated to grow. In addition, the department provides the MSU and Murray communities with a Nonprofit Connections event each semester. This event allows nonprofits to connect with student volunteers on campus. The department continues to look for opportunities to foster similar connections.
Department of Computer Science and Information Systems	Innovation for Impact	Offer an innovative and current curriculum for undergraduate and graduate programs (CoB Goal 1)	Measure: (1) Definition of curriculum with options involving Information SystemsCurriculum was defined and submitted CPE for review. Proposal approved without objections.(2) Propose changes to curriculum that will take the program live in Fall 2013(Amount requested is for hiring a consultant to compile all relevant information)Curriculum changes were made and submitted to the Academic Council. Proposal approved.	Outreach with Partnerships	Grow undergraduate program enrollment (CoB Goal 3)	Measure:(1) increase schools offering CSC199 There were EIGHT schools participating in CSC199 for the 2012-13 year, up from 4 (four) in 2011-12. This is a 100% increase.(2) Offer CSC125 to area high schools(Amount requested is for 2 adjuncts in 2012-13)THREE schools signed up to participate in 2012-13
Department of Early Childhood and Elementary Education	Innovation for Impact	Faculty in the Department of Early Childhood and Elementary Education will participate in training on the co-teaching model mandated by the Kentucky Educational Professional Standards Board. Faculty in undergraduate programs of IECE and Elementary Education will complete a planning matrix for embedding content from the co-teaching model into program curriculum so students are prepared for co-teaching during student teaching	100% of faculty in the Department of Early Childhood and Elementary Education were trained in co-teaching. The Interdisciplinary Early Childhood Education and Elementary Education programs developed a matrix for embedding content into the program curriculum.	Outreach with Partnerships	During the spring and summer semester the department will offer a Reggio Emilia course in collaboration with Southern Indiana University and Henderson Community College. The course will be taught as part of the display of the "100 Languages of Children" which will be on display at the HCC Fine Arts Building during spring semester.	Henderson Community College, University of Southern Indiana and Murray State University were able to blend financial resources from three institutions to offer this unique learning opportunity to undergraduate and graduate students. A course was taught during the spring and summer semesters by Dr. Lella Gandini, internationally recognized expert on Reggio approach to learning.
Department of Economics and Finance	Innovation for Impact	Fund subscriptions for Bloomberg Financial terminals.	We were unable to obtain funding for this goal.	Excellence through Quality	Acquire subscriptions for the CRSP/Compustat databases	We were unable to obtain funding for this goal.
Department of Educational Studies, Leadership and Counseling	Innovation for Impact	Each Departmental program will have one 'signature' event or project that demonstrates program quality to partners.	The following signature events were held this year: Leadership in Action (HDL), capstone presentations (School Administration) and Intern Oral Defense (Counseling). The HDL and School Administration projects were very public. The Counseling programs were less public, but did have great impact as partners were invited to serve on the review panels.	Innovation for Impact	The Department will update the web site and develop manageable strategies for the use of social media.	The Counseling program completely revamped their website, as has HDL. The School Administration website is still in need of attention. Social media efforts through the COE Dean's office have provided us with a good conduit for outreach. Several events have been publicized through that channel of communication.

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UNIT	IMPERATIVE 1	GOAL 1	GOAL PROGRESS 1	IMPERATIVE 2	GOAL 2	GOAL PROGRESS 2
Department of Engineering and Physics	Innovation for Impact	Collaborative investigation of technologies in course delivery and assessment	During Fall 2012 the use of MATLAB and Simulink was integrated into EGR 360 for the completion of homework assignments, and a course project. During Spring 2013 PSPICE was integrated into EGR 264 for the completion of homework assignments, and laboratory experiments. MATLAB was integrated into EGR 515 for homework assignments, and a course project during the Spring semester. PSPICE and MATLAB/Simulink software packages are critical in teaching many electrical engineering courses due to the complexity of the circuits involved and the waveforms generated by the circuits. PSPICE and MATLAB/Simulink can be used effectively to teach courses to large groups with various educational backgrounds. Students in the Engineering Physics program at Murray State often have various backgrounds in fields such as physics and mechanical engineering. PSPICE and MATLAB/Simulink provides a broad platform for students to extend their basic skills. The results of assessments and grading shows that the students were able to use software packages successfully.WebAssign was implemented during the Fall 2012 (PHY 130) and Spring 2013 (PHY 130, PHY 132) to assist in homework grading process. Students were given homework problems from the textbook and then instructed to input their answers using the WebAssign interface. WebAssign gave the students instant feedback on whether their responses were correct or incorrect, and the students were allowed to resubmit their answers up to a specified number of tries to obtain the correct answer. Cons of using WebAssign were cost (WebAssign + textbook was expected to be higher than purchasing just a textbook) and various syntax issues with entering students answers (students were quick to learn, though, and this became less of a problem throughout the semester). Pros of the system were the feedback given to the students, accuracy and timeliness of the grading, and the enhanced learning opportunities realized by various features within WebAssign.- Use of McGraw-Hill Connect for automated homework gradingMcGraw-Hill Connect was used in EGR 240	Innovation for Impact	Engineering Day Expansion	We had 187 attendees sign our E-Day 2013 registration sheet. This number is more than double the approximately 80 attendees that we had for E-Day 2012. We also had 17 volunteers that included IEEE members, students from the Department of Engineering and Physics, and Greek organizations. E-Day 2013 was a great opportunity for all age groups to learn about engineering, alternative energy, receive information about Murray State's ABET accredited Engineering Physics program, and enjoy a day filled with fun activities. The feedback from parents, students, and professors that attended E-Day has been very positive. We would like to develop an E-day type activity to take on the road to more distant parts of the region. In addition, we ran the TEAMS event during the same week. It was improved by holding it in the Curris Center, and a record number of schools (10) and students (140) participated.
Department of English and Philosophy	Innovation for Impact	Implement the West Kentucky Teachers Alliance, a group comprising university and secondary school faculty who work on better preparing students for college in the areas of reading, writing, and thinking.	Identified seven high school English teachers who worked with 5 University faculty in 4 forums to address student success in reading and writing in college. Coordinated book club comprising high school and university students and faculty. Conference presentations on this project were made at the Conference on College Composition and Communication and at the National Institute for Staff and Organizational Development.	Excellence through Quality	Improve advising for English majors.	After meeting with focus groups and analyzing survey results, the ad hoc committee on advising determined that, overall, students are satisfied with advising. However, to improve advising, the department held a student/faculty department meeting in Spring 2013 and will hold such a meeting once a semester. Faculty were also reminded to email all advisees. The department updated advising checklists, which will be made available online, and will continue to hold advising workshops for faculty each semester.
Department of Geosciences	Innovation for Impact	In collaboration with MSU's Mid-America Remote Sensing Center (MARC), we seek to raise the intramural and extramural profile of the mapping capabilities and expertise of our programs	A number of steps and accomplishments were achieved related to this goal during the 2012-2013 academic year:1) Murray State University and MARC hosted a quarterly meeting of the Kentucky Association of Mapping Professionals (KAMP). KAMP members were given a tour of the teaching and classroom facilities available within MARC and the Department of Geosciences.2) Students in Dr. Robin Zhang's GSC 507 class (Land Use Planning) made two presentations to the Murray City Council regarding the plans they developed for a new system of walking and bike trails. The City has appropriated $100,000 to begin the planning process. 3) Geographic Information Science (GIS) & mapping presentations were provided to faculty and students of the Department of History and the Department of Government, Law, and International affairs. Faculty and students were provided information on software availability and ESRI Virtual Campus course access.4) On behalf of Murray State University, we have received an ESRI Special Achievement in GIS Award (SAG). 5)Twitter and Facebook accounts were established for the Department of Geosciences.	Innovation for Impact	Strengthen a new and developing relationship between the Department of Geosciences and the Geosciences Club at Heath Middle School in McCracken County.	Three faculty and approximately 25 students from the Geosciences Club at Heath Middle School visited Murray State University on October 11, 2012. Dr. Kit Wesler provided the students with a number of hands-on activities related to the archaeological sciences.
Department of History	Innovation for Impact	The department will encourage faculty to submit HIS 390: Special Topics courses that appeal to students and that can be incorporated into our regular curriculum.	Of the three HIS 390: Special Topics courses designed to draw students and eventually gain History majors, HIS 390: ST The 1960s did not have the appeal that HIS 390: ST Modern Iraq & Iran and HIS 390: ST Women/Gender in World History had. Therefore The 1960s course was not passed through the Academic Council and made into a permanent History course. The Modern Iraq & Iran course and the Women/Gender in World History are now History courses in the MSU Bulletin as HIS 357 and HIS 316. The latter course is cross-listed with GDS (Gender Studies). Professors Zack Heerne and Marjorie Hilton will be teaching these innovative and exciting History courses in the future after the Academic Council, in December 2012 and February 2013 made HIS 316 and HIS 357 permanent courses.	Innovation for Impact	The Department of History, in partnership with GLIA, will sponsor & promote a presentation by Dr. Gerry Moody, a Scottish academic, to discuss the United Kingdom	The Department of History, in partnership and outreach with the Department of Political Science & Sociology (under the leadership of Professors Kathy Callahan & Martin Battle), brought Open University (Scotland) Professor Gerry Moody to campus on 17 October 2012. Dr. Moody gave a presentation to a sizeable crowd in the Curd Auditorium about Scottish nationalism and possible separation from England and afterwards there was a reception for Dr. Moody at the Faculty Club. On 18 October Dr. Moody gave a presentation about the appeal of the Open University to non-traditional and International students during the Department of History Research Forum in FH 505. His presentation was followed by a lively question and answer session where several individuals from the region and campus community showed an intense interest in this subject.

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UNIT	IMPERATIVE 1	GOAL 1	GOAL PROGRESS 1	IMPERATIVE 2	GOAL 2	GOAL PROGRESS 2
Department of Industrial and Engineering Technology	Innovation for Impact	Hire an Electromechanical Engineering Technology Faculty to implement the 2 + 2 initiative with Madisonville Community College and other 2 year technology programs.	The Department of Industrial and Engineering Technology advertised for the Electromechanical Engineering Technology faculty position in the spring of 2013 and hired Mr. Jake Hildebrandt for this position. In addition, we have finalized the formal program/curriculum articulation between MSU's Electromechanical Engineering Technology program and MCC"s Advanced Integrated Technology program which is being circulated for signatures by the MSU Provost and the MCC Provost. This will be finalized by the end of the summer.	Innovation for Impact	Sponsor and host a PLTW /Pre-Engineering Teacher Banquet that will involve 14 regional school districts and over 20 high school teachers	The Department of Industrial and Engineering Technology and the Department of Engineering and Physics (with full support from the College of Science, Engineering and Technology) hosted regional PLTW (Project Lead the Way - pre-engineering program) teachers to campus on December 10, 2012 for a banquet to build a stronger relationship between those school districts and MSU. The purpose was to demonstrate the multiple paths for their high school graduates to further their education in engineering, engineering technology and industrial technology at Murray State. This meeting was very successful and the teachers were very enthusiastic about our meeting. We gained several insights from the teachers that will help us connect to students and teachers throughout the region.
Department of Journalism and Mass Communications	Innovation for Impact	Revise curriculum in JMC and GCM programs to conform to the changes in ACEJMC accreditation standards and the realities of the budget review process.	Created new GCM curriculum for 2013-2014 Undergraduate Bulletin.Revised core JMC curriculum to improve mission statement, add more technology skills requirements, and make changes to liberal arts requirements as specified by ACEJMC or 2013-2014 Undergraduate Bulletin.	Innovation for Impact	Expand Omnicom internship program to include Graphic Communication (GCM) students	Placed 23 interns with Omnicom companies, including 3 from the GCM program.
Department of Management, Marketing and Business Administration	Innovation for Impact	Speakers Bureau to help ensure that new course content, and new courses, better meet our service area's needs	Started process in February by polling members of Chair's Advisory Board. Asked them for input on critical skills/knowledge related to their businesses/industries. Next steps will include further analyzing the information collected and discussing the goal at the Fall 2013 department kickoff meeting in August.	Innovation for Impact	Founding of "MSU Toastmasters Club at the College of Business"	Time spent on our two faculty searches was greater than we anticipated. However, the information collected regarding work on Goal 1, being somewhat related to the needs here, have enabled us to begin work on Goal 2 as well. The next steps for founding a Toastmasters chapter here will be discussed at the August department meeting.
Department of Mathematics and Statistics	Innovation for Impact	Build on our contract with secondary mathematics in our region through regular contact and (gentle) offers of support	Progress: We received reply from three teachers at three schools, on regarding graduate coursework and two about the KYOTE exam. What has been achieved: sent half the newsletters because we did not have sufficient information to justify a second newsletter.	Innovation for Impact	Begin a program of sponsorship of local/regional HSs for AMC Exams in hopes of attracting good students to MSU as our majors	Progress: none. 0 contact with students.. What has been achieved: We gained experience for 2013-14, regarding sufficient methods of contact. In Fall 2012 we made contact during the Fall semester through email to Mathematics Department chairs at high schools. The methods of contact was insufficient for an activity so new. Next steps: in July I will contact the same teachers for face to face meetings.
Department of Modern Languages	Innovation for Impact	Implement MLA 392, a Modern Languages Professional Engagement course.	Fall 2012: Conceptualized course; announced to 300-level language classes to alert students to this new opportunity.Spring 2013: Course offered. Chair worked with individual students on the design of student projects and delegated the supervision of the project to appropriate faculty. Progress was measured by reviewing the projects accomplished by the students in addition to evaluation given by students.	Excellence through Quality	Create a departmental research "forum" in which faculty can present their research to their peers and discuss the work.	Fall 2012: Identify professors who would like to present and select a time for presentation.Spring 2013: Offered two forum sessions to discuss faculty member's research project. Excellent attendance by faculty and students on both sessions.
Department of Music	Innovation for Impact	Feasibility study of new "music friendly" video conferencing technology to allow department to expand instructional resources, especially in music business.	Due to this being our accreditation visit year, a budget review year, and a change in music business personnel, this study did not get past the idea brainstorming stage. We would like to re-start the feasibility study once the task force is in place.	Innovation for Impact	Create a position for and hire an outreach coordinator for the department. This person would coordinate all K-12 and community outreach activities for the department.	The task force for this goal explored and created a job description with options depending on whether the position was full- or part-time. With no external funding, we were unable to proceed with this initiative.
Department of Occupational Safety and Health	Innovation for Impact	To develop technology modules/units in the Occupational Safety and Health department that can be utilized for demonstration and hands-on enhancement in several occupational safety and health courses, i.e., ergonomics, industrial hygiene, safety management and practical applications.	The Occupational Safety and Health faculty and graduate assistants researched and contacted appropriate companies and professional list serves to determine state of the art technologies (i.e., tablets and applications) being utilized in the occupational safety and health profession. (fall 2012). The OSH department purchased technologies to utilize in demonstration and student hands-on learning experiences (i.e., 1 iPad, 3 iPad minis, and safety-related apps); developed a pilot project to demonstrate and provide hands-on use of technologies in the occupational safety and health profession; and developed technology modules/units to use in occupational safety and health courses, specifically in OSH 550/640, Safety and Health Program Management and Training, as well as the ergonomics courses.	Outreach with Partnerships	To develop partnerships with major companies to enhance students' learning experiences through the donation of resources, training opportunities, laboratory equipment and scholarships.	The Occupational Safety and Health chair and faculty collaborated with several major companies to develop plans for partnerships/donations of resources, training opportunities, laboratory equipment and scholarships. A webinar training was conducted by URS for OSH faculty and students regarding "Improving Safety Through Mobile Technology". During the URS training safety-related apps used in the construction industry were provided and demonstrated. A one-day training is being planned by the National Floor Safety Institute (NFSI) for OSH students regarding "Prevention of Slips, Trips, and Falls". Donations were made by Chevron, Marathon, CNA Insurance, and Traylor Brothers in the form of scholarships, equipment and supplies, and monetary support for OSH student groups.

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UNIT	IMPERATIVE 1	GOAL 1	GOAL PROGRESS 1	IMPERATIVE 2	GOAL 2	GOAL PROGRESS 2
Department of Organizational Communication	Innovation for Impact	Provide a one credit hour support course for COM 161 students suffering from high public speaking anxiety.	Two sections of our new one-hour course, COM 160-Managing Public Speaking Anxiety, were offered Spring-13. The COM 161 (Public Speaking) mass-lecture students took the PRPSA inventory to identify those with very high public speaking anxiety. Over 80 "highly apprehensive" students were emailed encouraging them to enroll in COM 160. Sixteen students enrolled and nine students completed and passed the COM 160 course (one student failed). Of these nine, six earned an "A", two earned a "B", and one earned a "D" in COM 161 (a 3.4 GPA for the group). The COM 160 student feedback was very positive and they reported significantly lower levels of speaking anxiety. Of the 6 students who dropped COM 160, five completed COM 161; two earned an "A", two earned a "C", and one earned a "D" in COM 161 (a 2.6 GPA for the group). Overall, the COM 160 students benefited from the course and earned significantly higher grades in COM 161. COM 160 will continue to be offered and promoted so more students can learn how to effectively manage their public speaking anxiety.	Excellence through Quality	Expand the number of students utilizing the Racer Communication Center.	In 2012-13, we succeeded in expanding the number of students utilizing the "Racer Oral Communication Center" (established by a gift from Dr. Jessie D. Jones). Versus 234 consultations in Sp-12, the Center provided 330 consultations in F-12 and 422 consultations in Sp-13 to students from all five colleges and two schools. Because utilization is closely tied to having faculty encourage their students to use the Center, the Director (Prof. Patty Parish) spent considerable time promoting the Center's services, meeting with faculty, and speaking to their classes. The staff of student Consultants also expanded to 13 (up from 9) by Sp-13. The Center expanded its operating hours—now open from 11:00a.m. to 5:00p.m. on Mondays/Wednesdays/Thursdays and from 11:00a.m. to 8:00p.m. Tuesdays. Overall, the primary goals were met and students are benefiting from the services of the Racer Oral Communication Center. Securing recurring funds for consultants, graduate assistants, and a stipend for the Director remains unresolved.
Department of Political Science and Sociology	Innovation for Impact	The department will redesign its website to expand the information provided to current and prospective students in order to expand our ability to recruit students and inform our majors.	The web pages have been modified considerably, with new pages created and new links incorporated. This process is continuing this summer to incorporate everything involved with the department name change.	Excellence through Quality	The department will bring in outside speakers to discuss career opportunities related to our majors.	The department had students meet with 3 speakers who spoke specifically about job/career opportunities and also advised students on tips on the best ways to pursue various opportunities. The department also brought in 3 additional speakers to talk with students about their own experiences but with less emphasis on careers specifically.
Department of Political Science and Sociology	Innovation for Impact	To explore the possibility of offering classes online.	Beginning in spring semester, sociology of sport was offered online; it will be offered again in the fall semester. The faculty will continue to explore possibility of offering additional classes online.	Excellence through Quality	To provide additional learning opportunities outside the classroom.	The sociology program sponsored several activities which provided additional learning experiences outside the classroom. Specifically, faculty took sociology students to the Civil Rights Museum in Memphis; sociology students attended the ASK meeting (Anthropologists and Sociologists of Kentucky; three students presented papers there). In addition, over 75 students in sociology classes attended various events on campus, including events sponsored by the Women's Center on domestic violence and eating disorders, as well as speaking series presented by the Department of Political Science and Sociology.
Department of Psychology	Innovation for Impact	Innovative ways to incorporate research experience into the work of undergraduate and graduate students in the department will be developed.	Sona Systems, an online research scheduling and administration system, was adopted by the department. This system was used during the academic year to increase students' experience with both research participation and research project completion. Over the academic year, approximately 1150 undergraduates had the opportunity to schedule and participate in research through Sona. This system proved to be more reliable and efficient for student use than our prior manual system. In addition, over 80 undergraduates and 10 graduate student also coordinated and conducted research projects through Sona (primarily through our research methods course, but also through independent research projects supervised by faculty). This system increased the ability to include undergraduates in independent research and facilitated the work of graduate students.	Excellence through Quality	To enhance the quality of research activities of graduate and undergraduate students, ways to recognize excellence in student achievement will be developed.	In the fall semester, a faculty committee was formed and, with the input of the full department, both undergraduate and graduate student awards were developed. Information about the awards was circulated to students and faculty through the year, encouraging participation in research that would make students eligible for the awards. Nomination for the awards were accepted during the Spring semester. A strong group of students were nominated. A selection committee reviewed nominations (and descriptions of completed work) and four student awards were given in May (Outstanding Undergraduate Research Project, Outstanding Undergraduate Student, Outstanding Graduate Thesis Project, Outstanding Graduate Student). The presence of awards appears to have encouraged quality work and the award program will be continued.
Department of Applied Health Sciences	Innovation for Impact	Develop a Community Health major	In conjunction with the Dean's office in Health Sciences and Human Services, the curriculum was developed and submitted to both Academic Council and the CPE. Complete approval has occurred from Academic Council as well as the CPE. In addition, a new faculty member has been hired to serve as the Community Health Program Director.	Outreach with Partnerships	Programs within the Department will collaborate for team teaching or shared courses.	During Fall 2012, a collaborative course in Research and Statistics was offered for three different programs within the Department for the first time. The course was full and the student evaluations were good. The course will be taught again during Fall 2013 and is fully enrolled at this point in time. A second course in neuroanatomy is being taught between two different disciplines this fall for the first time. This course is also fully enrolled.
Department of Theatre	Innovation for Impact	Determine , through the Budget Review Committee process at the Department level, how to find less costly ways of performing our uniquely valuable functions.	To identify at least two new courses that we could teach online, or, two courses that we could teach as two half-semester courses back to back that would allow for faster and easier graduation rates from our department; and put that plan in motion for the Fall 2013 academic semester. The Department of Theatre can teach THD420 Theatre History and Literature I and THD421 Theatre History and Literature 2 online and as half semester courses to insure graduation rates. This plan will be put into action within the next academic year or within three semesters. It was not feasible to do so in the Fall 2013 semester.	Innovation for Impact	Increase outreach activity with local and regional K-12 institutions and community theatres.	To increase contact activity with Playhouse in the Park in Murray with our faculty and students; to begin work with regional schools by engaging our students and faculty with their students and faculty in the theatre production venue to increase the amount of theatre activity produced in the area; and, increase our presence with Commonwealth schools as theatre practitioners and teachers. The timeline for work with the Playhouse will match with their programs. The work with the K-12 sector will begin in September of 2012 and continue through the spring semester of 2013.The department had several faculty and students participate as actors and as directors for productions at the Playhouse in the Park here in Murray. Our department taught a course at Murray High that was successful. We are talking with Murray High about producing a theatre production there during the 13-14 academic year.

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Department of Veterinary Technology and Pre-Veterinary Medicine	Innovation for Impact	Update technology within the department to reflect the current standards in the field of Veterinary Medicine	This past year we were able to acquire the funding to purchase the following equipment for the Veterinary Technology/ Pre-Veterinary Medicine Program:1. Digital Radiology Unit- funds provided by the Dean of the Hutson School of Agriculture ($19,500)2.Portable Radiology Unit- funds provided by the Dean of the Hutson School of Agriculture and Vet Tech budget ($11,500)3. Portable Ultrasonography Unit- funds provided by the Vet. Tech/ Pre-Vet Club (refurbished unit- $5,000)4. Jugular phlebotomy unit- funds provided by mini grant ($600.00)5. Canine phlebotomy arm- funds provided by mini grant ($400.00)	Innovation for Impact	To establish a community outreach project for students within the Veterinary Technology Program to assist the CCAS (Calloway County Animal Shelter) and Humane Society	During the academic year, forty-nine students worked with 80 individual shelter animals to collect and process samples during the fall and spring semesters. Student feedback was positive on the overall experience gained during these visits. Our program was able to assist the shelter in finding permanent homes for at least four of their animals. Students were able to learn communication skills and the dynamics of working as a team to provide health care for the animals. As expected, there were cases that allowed students an opportunity that would otherwise be unavailable in the traditional classroom setting. The students were able to provide heartworm and feline leukemia testing free to the shelter through donated test kits to the program.
Dining Services	Innovation for Impact	Purchase and operation of a mobile food truck.	The mobile food truck, named Pony Express, has been purchased. However, the procurement and manufacturing process took longer than anticipated, so the truck just arrived on campus, 5/29/13. Therefore, there has not been any operation of it yet. It is expected to begin limited summer operation on June 3rd, if the registration and insurance papers are completed.	Outreach with Partnerships	Dining has joined a GPO(General Purchasing Organization) that works on behalf of its members to gain advantageous pricing from manufacturers.	The first 6 months membership yielded $59,000 in savings on food purchases. This was from a combination of lower invoice pricing, savings on the early payment incentive, and rebates based on delivery drop sizes and volume of purchases. The results from the second half of the year have not yet been reported, but are expected to be a little less. Still, the goal of $75,000 in savings should be realized. In spite of an almost 10% increase in counts at Winslow, and the use of some higher quality food products, the plate cost has stayed below the target of $2.20 and did not show a significant increase over last year's plate cost. And food cost percentage has not increased as much as experienced industry wide due to rising prices(please note that other measures were taken in conjunction with the GPO membership that helped contribute to savings and controlling the effects of the market).
Enrollment Management	Innovation for Impact	Implement a national marketing campaign to identify high school seniors who would apply and enroll at MSU for the fall 2013 semester.	The President's Office provided funding for the Office of Enrollment Management to engage Royall and Company in a national marketing initiative. The program identified 12,000 inquiries from Nashville, St. Louis, Memphis and Chicago and encouraged students to submit an application for admissions. The program generated 1300 inquiries and 350 applications for admission. Once the fall 2013 semester begins, we will evaluate how many enrolled and determine our ROI. The program cost $94K.	Outreach with Partnerships	Increase fall 2013 enrollment in Racer Academy to 500 students while expanding high school participation by counties in KY and TN that are not currently represented.	We promoted the Racer Academy program to new markets in Tennessee and have interest from students in the Henry County area who have applied to the program for the fall 2013 semester. Additionally, we entered into an arrangement with Trigg and Christian County Schools for the creation of Thoroughbred Academy, which is a division of Racer Academy. We have also secured additional agriculture schools for fall 13 and will see enrollment in Racer Academy Ag classes increase. Fall 2013 enrollment will exceed 500 students.
Equal Opportunity	Innovation for Impact	Conduct an electronic accessibility audit.	Conduct an electronic accessibility audit of the two most used online electronic platforms (Blackboard and BANNER/MyGate) of the university and develop a plan for addressing the needs identified in the audit. OEO will formulate a task force to assist in this effort. Target completion is Spring 2013. The accessibility audit occurred in a more informal manner and without a committee due to the number of accessibility challenges presented to our unit this year. The unit, in May, purchased a software to aid in the transition to Canvas (new LMS platform) for our students with disabilities and for many employees who have specific disabilities. The university website continues to present challenges and we as a unit continue to seek out alternatives or add-ons that may help alleviate this concern.	Excellence through Quality	Conduct a compliance self-study audit.	Conduct a compliance self-study audit to ensure that the institutional non-discrimination statement appears on syllabi across campus. OEO will ask each academic college to provide syllabi for review from three of its units as a representative sample. OEO will review the syllabi and report to each Dean any syllabi that lacked the statement. This self-study will aid the institution as they move forward with the preparations for the SACS accreditation visit. The audit of syllabi was completed in February 2013 and the deans of each of the respective units were notified of the syllabi which were either absent the non-discrimination statement or reflected an incorrect statement. More than 80% of the syllabi were found to be in compliance with reflecting the correct statement.
Extended Campus - Henderson	Innovation for Impact	The MSU/Henderson Campus shall explore avenues to increase enrollment by way of the HCC Transfer Center	1. The Director of the HCC Transfer Center and the Director of MSU/Henderson met a minimum of monthly to diagram strategies relevant to working together. 2. The HCC Director opened communication systems to MSU/Henderson, and assisted our campus in contacting HCC students on very many occasions.3. The MSU/Henderson Campus attended ALL HCC transfer fair functions this year.4. The HCC Director continues to furnish MSU/Henderson with student data, particularly students names and contact information from HCC instructors and department of their students interested in attending MSU.	Innovation for Impact	Partnerships; The MSU/Henderson Campus will extend its partnership role with the local KCTCS.	1. MSU/Henderson has completed two years of co-marketing strategies and funds, and has marketed both names simultaneously in a broad spectrum of devises. 2. The MSU Director has assisted the HCC Director of the Transfer Center on numerous occasions to further her role.3. The Director of MSU/Henderson has become an active member of the Audubon Area P-16 council and has been installed as a Board of Director of the local Chamber of Commerce.
Extended Campus - Hopkinsville	Innovation for Impact	Increase the number of transfer students who participate in on-site admission days provided by the Transfer Center at Hopkinsville Community College	MSU Hopkinsville has worked with the MSU Transfer Center to expand activities and events, such as on-site transfer days at the Hopkinsville Community College. Additionally, both Hopkinsville and main campus staff are working with HCC administration to develop a joint admissions program to better facilitate transfer as well as foster cooperation in meeting transfer number goals. MSU- H staff continues to work with HCC administration to build relationships and create transfer student pathways between the two campuses.	Innovation for Impact	MSU- Hopkinsville staff will partner with local elementary schools including MLK to provide outreach and mentoring activities for students	MSU Hopkinsville staff and students were recognized in April for outreach efforts in CCPS. MSU Hopkinsville was awarded state KEA awards in Outstanding Outreach Program, Outstanding Newsletter, Outstanding Underclassman and Outstanding Advisor. More than 120 kindergarten students spent the day at the Hopkinsville campus this spring for Rodeo Reading Roundup, an outreach event to promote literacy. MSU Hopkinsville was instrumental in bringing the Read Across American Cat-A-Van to MLK elementary school where students and staff distributed over 400 books to kindergarten through second grade students. The books were purchased with funds raised by MSU Hopkinsville and KEA.

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Extended Campus - Madisonville	Innovation for Impact	Develop and Implement a Pilot Early Admission Program with Madisonville Community College	We are on target to implement the Early Admission Pilot Program for Fall 2013. Madisonville Community College Admission and Advising Counselors, along with Maria Rosa, Transfer Center Director, have met and are currently working to deliver this program by the projected roll-out date.	Outreach with Partnerships	Develop new advising sheets for 2 + 2 programs here at MSU-Madisonville	Our 2 + 2 Advising sheets are on track to be ready for Fall 2013 as indicated. The MCC Registrar and MSU-Madisonville are working together to have this completed and ready for review from MSU's registrar's office by late summer.
Extended Campus - Paducah	Innovation for Impact	The MSU Paducah Campus will work with the College of Business in development of the new Logistics System Supply Chain Mgt Degee	Over the last twelve months, Dean Tim Todd, Dr. Betts of the BCOB, and Dean Van Horn have met with local community members in Paducah to discuss the new upcoming degree. Meetings were held with WKCTC faculty and the WKCTC marine industry/logistics department and local marine industry administration. The degree program has been approved by our BOR, and our early efforts have developed interest in our program.	Outreach with Partnerships	MSU Paducah Regional Campus will develop a marketing strategy for recruitment in the new MSU Paducah Campus.	The MSU Paducah Regional Campus has maintained weekly office hours at the WKCTC Transfer Center Office since fall of 2012. In addition, radio, newspaper, direct mail, and television advertisements have run in the Paducah market. The campus working with CE/AO is in the process of getting draft 2+2 agreements with WKCTC as well.
Financial Aid/Scholarships	Innovation for Impact	Improve the verification process working with KHEAA	Working with KHEAA we were able to streamline our verification process through communication, improving paperless mechanisms where students completed documents online and also able to upload any additional required documents to their file with KHEAA; meetings and training were successful working KHEAA personnel using Banner to improve the timeliness of each student's verification procedures and reduce the amount of time needed for completing the process. This year the processing of verification went much smoother as well as verification was completed in a timely fashion. Although the first year did not go as smoothly as we had hoped, the 13/14 year adjustments has made the process more convenient and verification is processed within a short period of time.	Excellence through Quality	Improve the percentage of scholarship applications received by currently enrolled MSU students .	In order to increase the percentage of current students submitting scholarship applications, we made presentations to various freshmen orientation classes in the fall semester. In addition, we partnered with the Student Ambassadors to set up scholarship application info tables in the academic buildings, Curris Center, Winslow Dining Hall, and Waterfield Library to increase awareness of the scholarship application process and to provide assistance in completing the application. Also, our office sent out monthly reminders to students who were already in our system from previous years to encourage them to complete a new scholarship application. Overall our efforts were successful as we increased our current student applications from 1362 in 2012 to 2690 in 2013.
Fiscal Planning and Analysis	Innovation for Impact	Expand testing of the appropriations forecasting model that is designed to predict Murray State's potential share of a pool of performance funding pool for the 2014-16 biennium	Two simulations were run assuming a three year performance time line, the official CPE Baseline metrics and the most recent CPE (11-12) actual data. To achieve 100% of the goals, degrees conferred would have to have increased by 182; graduation rates increased by 3.6%; the underprepared graduation rate gap decreased by 30.0% and the number of transfers from KCTCS schools increased by 104. For the period measured, degrees conferred declined by 5; graduation rates increased by 4.3%; the underprepared graduation rate gap decreased by 34.0% and transfers increased by 89. Using the established computational methodology developed by CPE, Murray State would have earned 80% of its performance fund pool of 1,452,000 or 1,161,600. In using the alternate measure of underprepared graduation rates under consideration in stead of the achievement gap, the target would have been for an increase of 3.6% in the graduation rate and the actual increase was 8.2%. This would have resulted in earning 82.5% of the performance funding pool or 1,197,900 a 36,300 increase in earned performance funding. The obvious area needing improvement based on these results would be degrees conferred.	Excellence through Quality	Develop a procedures manual for completing the Biennial Budget Request for 2014-16.	Although a good start was made on the Biennial Budget Request (BBR) Procedures manual, it was not completed by the goal of June, 2013. Work on the manual will proceed in tandem with the preparation of the of the 2014-16 BBR which will enable the manual to have the most up to date instructions. The new goal for completion is December, 2013.
Graduate Admissions	Innovation for Impact	Prepare and post to WEB all needed forms to support new DNP program, and begin working forms for proposed EdD program implementation	DNP program forms were prepared and posted to WEB in time for Fall 2012 admitted students to use.EdD forms will be developed by the College of Education and posted to the COE resources pages on the WEB.	Excellence through Quality	Cross-training for Graduate Admission employees	Cross-training of Graduate Admission & Records staff began as planned. Employees have expanded their knowledge of the Banner system and assisted with recording processes for a departmental handbook.We found that during peak periods of application activity and/or degree conferral, training had to be suspended.

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Health Services	Innovation for Impact	Health Services staff will develop and implement new services and programs reaching an increased population of the MSU community by 5/1/13.	Free student teacher physicals - 143 performed since 9/1/12, saving students over $21,450 in medical office charges; Free flu vaccines for F/S/S - 271 performed Fall 2012, saving over $4,000 in medical office charges; Free TB skin tests for F/S/S - 128 performed Fall 2012, saving $1,024 in medical office charges; 64 referrals from Counseling Services for pharmacological evaluation and treatment in clients with ADHD and/or mental health issues; Partnered with Man Up Monday Campaign and Public Health to provide free HIV/STI testing for students Spring 2013 - 40 participants; Received HIV testing site certification; Expanded clinic hours to include being open during the lunch period beginning 9/1/12. The development and implementation of new programs and services completed 5/1/13; we will continue to evaluate and expand services as needs arise.2. 1,360 F/S visits, 7,298 student visits (increase of 1,200 visits in 2012), saving over $484,848 in billable medical office visit charges to F/S/S in 2012; 175 programs and committee meetings reaching 8,997 program participants, 2,500 health information brochures given. Completed 12/14/12; will continue to provide statistical information to VP for Student Affairs and Board of Regents as requested.3. Client satisfaction surveys completed by F/S/S 10/31/12 and 4/30/13 with positive results. The need exists to increase participation in client satisfaction surveys; plan to improve marketing and possible incentive for completing surveys fall 2013.4. Due to staffing insufficiencies and an increase in client visits, health education sessions in the classroom setting declined, the Health Educator created a DVD for professors to utilize as needed for health education in the classroom setting; completed 12/14/13. Program evaluations were satisfactory. Plan to implement an online survey for faculty utilizing the health education DVD in the classroom for further evaluation of the process.5. Student Health Advisory Committee formed Fall 2012 with 1 meeting held, only 2 members attended. Due to lack of interest, this endeavor has been put on hold until Fall 2013. 6. Health Services	Innovation for Impact	Collaborate with MSU School of Nursing to provide college health clinical experiences for MSU nursing students by 6/1/13.	1. Met with MSU School of Nursing multiple times during Fall 2012 semester to discuss mentorship opportunities and further services, completed 5/1/13; Will continue to foster growth of existing collaborative relationship and encourage feedback.2. Mentorship of MSU nursing student did not occur during Spring 2013 due to lack of interest, not completed; will continue to encourage the opportunity for mentorship of an MSU nursing student at Health Services and utilize nursing students in the clinic setting. 1 MSU nursing student completed her clinical observation with Health Services in October 2012. 3. MSU nursing students were utilized in flu vaccine administration program during Fall 2012; will continue this effort.
Honors Program and Commonwealth Honors Academy	Innovation for Impact	Regularize Annual Speaker Series Aimed at Post-Graduation Success	September -- Determined a list of topics to help Honors Program graduates succeed after graduation. October-April-- Invited speakers and alumni to address Grad School Application, Law School Application, Foreign Service, and Resume WritingMarch -- Made a list of other potential speakers and topicsMay -- Finalized a master calendar for contacting and scheduling appropriate speakers on a yearly basis.	Excellence through Quality	Set Standard Classroom Instructional Strategies and Methodologies to Achieve Honors Seminar Instructional Goals	October -- Discussed this goal with Honors Committee. Committee noted that the Honors Program was in the midst of adding five new courses to the Honors Curriculum and deleting another regular class, and they recommended waiting until curriculum was more settled.
Housing/Residential Life	Innovation for Impact	To work with the CORE team and the I&T staff to purchase and install a banner compatible third party housing software program.	We were unable to start the process for purchasing a third party collegial platform for Housing. This project depends of the availability of I&T staff to be involved in the project. March and April we made headway and I&T staff will have time available next year to begin the process of installing the platform. We will start the RFP process in July 2013.	Excellence through Quality	To develop a training module system for Resident Advisor's on various housing topics to provide pre-work shop training.	Training topics were completed, but we were not able to use appropriate technology to use these modules with our staff. Consequently we were not able to complete this goal. We will continue to work on this for the future, but will not have this as a specific Triple I goal in the future.
Human Resources	Innovation for Impact	Provide more information to on-site interviewees for exempt jobs so that they can be informed about working at Murray State and living in the Murray area.	Promotional material has been sent to candidates for some exempt job vacancies and not for others. In previous years, Search Committee Chairs have experimented with providing various amounts of information to on-site interviewees. The general opinion is that nothing more is needed.Use of results: No urgency exists to provide more information to potential new hires regarding information for interviewees prior to their arrival on campus.	Excellence through Quality	Learn the opinions of employees who are new to Murray State and who are leaving MSU.	Many employees departing the university completed an exit survey. Salary, Fair Treatment, and Conflict/Difference Resolve received the lowest ratings out of all the rated categories.Many new employees stated that they were given enough information prior to their interviews on campus. 84% (16/19) indicated that they had all of the information they needed. Some of them also stated that they would like to have had access to more information about benefits. 26% (5/19) would like to have had a Benefit Guide made available to them.One item is difficult for HR staff to solve. 21% (4/19) indicated that they would like to have known more about their potential new department before their arrival. This many not be a critical item because 3 of the 4 respondents stated that they also had all of the information they needed prior to the interview.

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Hutson School of Agriculture	Innovation for Impact	In coordination with WK AgBioworks, research, develop, and implement plan for providing "green" energy solution to heating of the Garrett Center and Equine Instructional Facility	This is also part of the #1 Innovation for Impact project for the University1) Continue research on growing bioenergy crops.Results: Grew 7 acres of bioenergy crops on Hutson Farm including Energy Sorghum, Sweet Sorghum, Energy Beets and Mischantus.2)Research alternatives for combined heat/power for Garrett Center and Equine instructional facilityResults: Identified LEI Products in Madisonville KY as source for BioBurner Technology 3) Develop plan for partnership with WK AgBioworks, College of Science, College of Business and the RBIC to promote sustainability by using bioenergy crops and recycling equine waste to use to heat the facility. Submit grant to Kentucky Department of Energy and USDA.Results: Grant submitted and funded by Kentucky Department of Energy and Environment for $309,000. Grant submitted to USDA for implementation.4) Work with LEI products to further develop project of BioBurner installation.Results: LEI is designing system for Equine Center. Installed BioBurner at Garrett Center, tested various bioenergy crops in heating trial as part of undergraduate student research project.5) Present Plan to administrationResults: Administrative approval of project. Project remained #1 innovation for impact priority of President Dunn.6) Secure equipment, and install heat in Garrett Center EIF; begin research phaseResults: Installed BioBurner at Garrett Center, tested various bioenergy crops in heating trial as part of undergraduate student research project.7) Work toward goal of combined heat and power in 2013-14-15.Results: Continuing Progress	Innovation for Impact	Continue to Expand the Racer Academy of Agriculture	This goal also combines the other imperatives of Excellence/Partnerships and Innovation for Impact1) Submit and obtain USDA NLGCA Capacity Building GrantResults: USDA Grant of $138,136 obtained to support Racer Academy of Agriculture2) The Hutson School of Agriculture will strive to increase the number of schools participating to 30.Results: Total number of Secondary Schools involved - 373) The Hutson School of Agriculture will strive to increase the number of students participating to 300.Results: Over 300 students enrolled in RAA classes.4) We will strive to double our number of course offerings from 2 to 4. Results: 4 classes offered during 2012-2013...one more planned for 2013-14.5) We will provide Instructional technology to secondary teachers to increase course quality.Results: Through the USDA grant, each secondary teacher was provided an iPad to increase course quality6) Our future objective is to obtain a full-time Racer Academy of Agriculture Coordinator for the 2012-13 academic year. Results: Full-time Racer Academy of Agriculture Coordinator position obtained for 2013-14.
Institute for International Studies	Innovation for Impact	Implement a web-based customer relationship management system for prospective international students.	The web-based customer relationship management system for prospective international students was not implemented during the 2012-13 academic year. The reason is that the BRM Recruitment and Retention product that MSU bought from SunGard was discontinued when SunGard merged with Datatel. The new company (Ellucian) indicated to MSU that the BRM package was not going to be supported. Ellucian recommended a new product –i.e., Recruiter. MSU agreed to use Recruiter and training for this new system started on May 20, 2013. Recruiter should be in place by Fall 2013.	Excellence through Quality	Train unit directors on strategic planning and high impact supervisory skills.	Although U.S. universities are moving more toward a business model, the IIS director determined that specialists in the field of international education should conduct the training in strategic planning and effective supervisory skills. Hence, unit managers will participate in the Summer 2013 Management Development Program. NAFSA (National Association of International Educators) is offering this program from July 24 – 26, 2013 in Washington, D.C. The content of the program is similar to the originally intended measures.
Intercollegiate Athletics	Innovation for Impact	Maximize digital network webstreaming capabilities to enhance exposure for university and department	Streamed over 50 contests live on OVC Digital Network in the sports of Men's Basketball, Women's Basketball, Football, Baseball, Women's Soccer, and Volleyball. Also streamed other special events including the Basketball Practice Facility dedication.	Excellence through Quality	Achieve compliance with Title IX (i.e. participation rates and grand-in-aid ratios).	Latest Title IX review noted significant strides and only a 2.8% difference in participation rates (down from 6.8%). Updated roster management plan, assuming student body enrollment remains constant, would bring difference to 1.2% (11 participants) and in compliance. Report noted MSU is in compliance with awarding of athletic grant-in-aid as compared to current participation rates.
Intracollegiate Sports and Recreation	Innovation for Impact	Increase participation with new sports: Dodgeball, Inner-tube water polo, and Ultimate Frisbee	Total participations (number of participants * number of times played) in the 2011-2012 season was 13,186. Total Participation in the 2012-2013 season was 15,775. The 2011-2012 season that included three more sports (Dodgeball, Inner-Tube Water Polo, and Ultimate Frisbee) experienced a 20% increase in total participations. Out of the 1752 participants, 51 played in only the new intramural sports. 51 people chose not to participate in the traditional sports, but did choose to play in the new sports, an option that was not available a year ago.	Outreach with Partnerships	Work with Murray City Parks to establish a Flag Football League.	Campus Recreation provided seven trained referees to help get the MCCP Flag Football League up and running. Assistance was provided to MCCP staff in the form of the rules and the mechanics of officiating flag football, and the needed equipment. In addition to helping out with MCCP Flag Football, Campus Recreation provided officiating assistance to the Senior Games that was hosted in Murray.
Judicial Affairs/GMSCPP	Innovation for Impact	Develop an excel process on past student discipline files that allow for broader access to determine disciplinary history for background checks.	This is still ongoing and will be a project the will take a couple of years to fully implement. An on-line system will be a better option and I am in the process of evaluating all the options to purchase an online process.	Innovation for Impact	incorporate 9th graders from target school to be included in the Minority institute.	We were successful in recruiting 9th graders for the program this summer. There were 46 students in the program and of that number, 21 of them were 9th graders.
LGBT Programming	Innovation for Impact	Provide at least two (2) training sessions and one additional networking opportunity for Safe Zone Project participants	Two training sessions were held on September 28 and March 1 with a social networking opportunity following the March training. Participant evaluations showed a high endorsement of the Project and it's usefulness. The trainings will be continued in 2013-2014 with the addition of a "2.0" training for individuals more comfortable and confident with their LGBT/ally role and a training specific to student staff (i.e. residential advisors) interested in the Project. While the requested resources ($500) were not awarded through Triple I, these trainings sessions were paid for through a grant from JustFundKY and funds designated for an LGBT-related purpose held with the MSU Foundation.	Excellence through Quality	Provide at least three (3) educational programs per semester with a 75% positive satisfaction return by participants	LGBT Programming met this goal by organizing more than three programs per semester. They include: Conversation and Dessert with Gautam Raghavan, Pray the Gay Away, Suicide Prevention Skills for Everyday People, Out in Front, Put a Ring On It, and Celebrate & Support a Fair KY. In May, a satisfaction survey was conducted with 74 students participating. It returned a favorable satisfaction rate of 77%. While the requested funds ($1500) were not awarded through the Triple I process, LGBT Programming did receive funding through the President's Commission on Diversity and Inclusion.

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UNIT	IMPERATIVE 1	GOAL 1	GOAL PROGRESS 1	IMPERATIVE 2	GOAL 2	GOAL PROGRESS 2
Multicultural Affairs	Innovation for Impact	Develop data collection processes to increase studentand alumni access to OMA	Google Docs was used as an assessment tool to collect feedback on OMA programs and services. However, we found it's best utility was in minimizing the amount of paper that needed to be printed and transmitted internally. We have begun to rebuild our Facebook and Twitter accounts and will be debuting a updated Facebook and Twitter presence for Fall 2013 targeted at informing current students about the office and resources and connecting with alumni.	Excellence through Quality	Conduct phase II of the independent assessment of OMA to access effectivenes sof OMA systems, programs and services.	A detailed report on the first visit was reviewed and we have requested a follow-up assessment where we will outline a plan to address key target areas for improvement (Phase II) during the summer and early fall. We have made adjustments to our office procedures and will be working on a more efficient program assessment process for the 2013-2014 academic year. We have streamlined the amount of paperwork students have to complete to use our services by 35%. We reviewed the Retention Specialist position adjusted some of the responsibilities and retitled the position to Student Services Specialist to better reflect the duties needed to meet the mission of the office. Pending HR approval this should become effective July 1.
Office of Development	Innovation for Impact	Finalize all Campaign related activities and re-focus the Office of Development for post-campaign activities and fundraising projects after January 1, 2013. At June 30, 2013, achieve $5 M in gifts and pledges for the fiscal year. By 3-31-13, give renewed focus to gift & estate planning initiatives including a new bequest program.	1. The Campaign formally ended at 12-31-2013. Our original goal of $60M was achieved one year early - a stretch goal of $70M was established and we ended up raising $71.7M. We are making a transition with all development activities away from a campaign-focused operation to regular, normal development functions.2. For FY 2013, we had a goal of $5M in gifts. We exceeded this goal and have raised $8.3M+ as of May 30, 2013. December 2012 was the largest single month for development in our history raising $3.5M in one month. In addition, we have outstanding pledges in FY 2013 of $4.0M (NOT included in funds raised).3. We are re-focusing efforts on gift and estate planning initiatives for the next 24-36 months. We will continue with the Murray Legacy newsletter, e-initiatives, special direct mail, a website update and make-over (will be completed by 6-30-2013), and updated informational brochures on estate and gift planning topics for our alumni and friends. This area will transition to the MSUF with Bob J's position change in FY 2014.	Excellence through Quality	Re-focus, re-new, develop innovations, and a renewed emphasis in our Racer-thon alumni/friend calling program in order to raise $200,000 through 4000 pledges by 6-30-2013.	1. We re-focused our efforts regarding our Racer-thon calling program in FY 2013 - we are up about 12% in funds raised with this program for FY 2013. While we are up in dollars raised over FY 2012, we did not meet our $200,000 goal or our goal of 4000 pledges (about $170,000 and 3200 pledges). Due to the difficulties in phoning programs nationally (land lines disappearing, more cell phones, no national directory for cell phones, caller id issues, etc.), we will continue to focus our work and efforts on improving this component of the Office of Development. We have a training initiative underway for our Racer-thon staff (students and professional staff) - including a professional trainer from our calling software provider coming to MSU and conducting a 2 day session in June 2013.
Procurement	Innovation for Impact	Enhance Banner training by developing flash movies on 'running queries' to be shared with the campus through the web	Work in Progress - 1. Not Complete - "How to Query Vendors in Banner" is not complete. When Gena tried to create the flash movie, it was showing sensitive information (i.e.. SS #'s and Federal ID #'s) We are looking into a solution to hide this information before finishing the flash movie.2. Flash Movie completed on "How to Query Account Codes in Banner."	Innovation for Impact	Provide State Tax Exempt Information on the web to be shared with departments	All Four Objectives - Complete
Provost and Vice President for Academic Affairs	Innovation for Impact	In collaboration with appropriate academic units, pursue approval and implementation on new academic programs.	The following new programs have been approved at approval agencies and courses will be offered within the program requirements beginning Fall 2013: Community Health and Logistics and Supply Chain Management.The EdD. program is currently under review by CPE.The Health Information Administration program is bring reviewed by MSU approval agencies.	Excellence through Quality	Improve processes involved in recruiting and hiring new faculty and professional staff.	Communication between all offices working with recruiting and hiring of faculty and staff has greatly improved by the full implementation of the PeopleAdmin system. Timeliness has been enhanced by all parties through better knowledge of the system. Reduction in the cost of advertisements will be addressed in 2013-14.
Public Safety And Emergency Management	Innovation for Impact	Develop an on-line process for visitors/temporary parking permit requests	In conjunction with Murray State University's custom Permit Purchase process in the Extended Web Interface, a new form, Online Access Request, is being created. This form is designed for long-term and short-term visitors; vendors; and contractors to request a temporary parking permit. Murray State Parking Office supervisor and staff have been working with Boss Software consultants to develop the On-line Access Request Form for the Extended Web Module. Both parties had hoped the form would be ready for the 2013-2014 Academic year. The development phase has taken a little longer than planned pushing the testing phase past the 2012-2013 year. However, this process is on-going and is scheduled to be placed in the MSU testing environment within the next few months. During the interim phase, MSU Parking office has provided visitors and departments the ability to request parking permits via phone calls to the Parking Office at (270)809-4812 or email to msu.publicsafety@murraystate.edu In addition, we provide special event parking passes for workshops, camps, meetings, trainings, or other special events held on campus. Departments and/or sponsors of events being held on MSU campus contacts the Parking office prior to their event. The Parking office develops and issues a PDF document for the event sponsor to email, fax, or distribute as they see fit to their participants. These event forms are a two part document; one half is placed on the participant's dashboard while parking on campus and the other half is returned to the event sponsor and eventually to the Parking office. Both of these processes has helped to eliminate our MSU visitors/guests from receiving parking citations while visiting our campus.	Excellence through Quality	Develop a department marketing plan to promote University awareness of the services offered by the Public Safety & Emergency Management Departments	Customer service training was completed by 18 returning/current staff; 16 Racer Patrol; & 13 new staff (including all student workers). In addition to the regular training on customer service, the Parking Office hosted a webinar offered by Innovative Educators entitled "Training Front Office Staff: Handling Difficult & Disruptive Behaviors", the webinar was attended by 6 Public Safety & Parking staff along with 33 individuals from 8 MSU departments on campus. In addition to the training events, a scripting manual was developed by the Parking Staff to assist both the Parking Office and Dispatch office in answering customer questions related to parking at MSU. All employees in Parking & Dispatch including student workers have been trained and review each semester. Phase I Assessment has been documented as are all trainings for employees in Public Safety & Emergency Management by signed training forms maintained by each supervisor for each unit.Phase II of the Goal is on-going. The department has met with the University Communications Department to disseminate information to the University community regarding parking permits; city sticker requirements; and to discuss the creating of a Facebook page for both the Parking Department and the Police Department to promote safety , services, and training opportunities to the University community. This portion of the project is in the planning stages at this time. The Parking department has worked with CTLT to design a better and more efficient Parking Channel for MyGate users. The new Parking Channel will be placed on the Home page of MyGate. Its design provides five links that directly streamline customers to the areas most needed by our University Customers, as well as an area where parking announcements can be published to promote any upcoming changes or announcements regarding parking at Murray State. This channel has been tested and is scheduled to move to production at the beginning of July 2013.

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UNIT	IMPERATIVE 1	GOAL 1	GOAL PROGRESS 1	IMPERATIVE 2	GOAL 2	GOAL PROGRESS 2
Recruitment	Innovation for Impact	To create "Recruitment News" -- a publication for all visiting prospective students and their family members.	During the 2012-13 year, we were able to compile all of the information we wanted to include in this publication. Our target date is September 1 to have the publication in our lobby.	Outreach with Partnerships	To host eight additional 'outside" groups on campus for recruitment-type events	Our area was able to host 21 groups on campus for recruitment events. Groups ranged in size from 10-88. During the visits we showcased campus, visited academic units and walked students through the college admission process.
Regional Outreach	Innovation for Impact	Cultivate youth leadership in the region while increasing college readiness.	1. Created a Regional Youth Leadership Academy for middle/high school students to work collectively on regionally identified issues through a national program called "Project Citizen".2. Supported the work started last year at Mayfield High School through a CPE grant to increase college readiness of low income/minority populations by sponsoring and supervising a VISTA position in the College of Education.3. Strengthen relationships with regional school districts by hosting a Superintendent's Roundtable luncheon and developing a Thoroughbred Academy to support the work of dual credit in the region.	Outreach with Partnerships	Create and sustain a web based system to connect community volunteers to service opportunities in the region.	1. Worked with five United Way agencies in the region and a company called "Galaxy Digital" to get an online reporting system created to post and track volunteer opportunities and hours worked. 2. Conducted over a dozen training sessions both on and off campus to get individuals involved in using the system.3. Launched the system to promote MLK Day of Service on campus Monday, January 21, 2013. 4. Tracked results which lead to system changes that improved the effectiveness of the system and helped determine usage for future development.
Registrar	Innovation for Impact	Implement new degree audit system	DegreeWorks will have a "soft go-live" this summer with a planned "go live" September 2013. Undergraduate programs from the 2009-2011 and 2011-2013 bulletins have been programmed and tested. So far, about 40% of the departments have reviewed their programs with the rest to follow this summer. We've experienced some setbacks due to the original setup of the Banner System and are working on changing those configurations. During Spring 2013, the Office of the Registrar hired a graduate assistant to help with massive research and to develop training materials needed for implementation. We have continued her employment during Summer 2013 as a temporary employee.	Excellence through Quality	Streamline the MSU VA Certification Process	A new programmer/analyst was hired for the Office of the Registrar. He has developed several reports to help identify certification changes in a quicker and more efficient manner. We feel confident these reports will help with receiving a clean report on our next audit as well as being able to serve our veteran and dependent students in a faster method.
Residential College Head - White	Innovation for Impact	Increase International Student Involvement in RC's	Develop specific program/activities for the international students to engage in during scheduled holiday breaks. Collaborated with the Student Affairs Office in holding a Holiday Break dinner/gift program for international students not able to go home during the Holiday Break (Dec/Jan). White College and Student Affairs office collaborated on hosting a Holiday Break dinner for international students not able to return home during the break. International students were asked to attend a Drag Race in Memphis, Tn. They were hosted and sponsored by the American Drag Race Association (ADRA). The international students were treated to a day of events/activities associated with the all day drag racing at the Memphis Motor-sports Complex. 20 students attended the event. The ADRA would like to host this event each year due to the success. International students from White Hall attended an event in downtown Nashville. Students attending ate a meal downtown and enjoyed the festivities associated with Country Music Downtown Nashville. Twelve International students attended the event. b. "Invite White Residential College faculty/staff/students to adopt an international student during Christmas Holiday Break". A call went out to faculty, staff, students assigned to White Hall, and parents of students in White Hall were asked to consider adopting an international students during the Holiday Break. An email and a note in White Hall's "Off-Shore" newsletter was sent to faculty/staff/ students and parents to possibly consider adopting an International student during the Holiday Break. Three students and parents living in White hall responded to adopting an international student during the Holiday Break. A total of 5 international students were adopted for this program. c. "Develop International themed programs/activities where the international students put on the event (i.e. International Progressive Dinner by Floor)". Held a progressive international dinner in White Hall. It was decided by the White Hall's RCC to hold the event in the lobby of White Hall instead of by floor. Seven international	Innovation for Impact	Increase Communication and advertising of White events and activities	Send out electronic massaging to all groups (residents and commuters) about events/activities being conducted in White Hall". Emails were sent out every three weeks indicating events and programs that faculty and staff assigned to White hall could participate in or help with sponsoring. The Off-Shore, White hall's newsletter, was printed, posted in White hall's lobby, and put on White Hall's website each month. The Off-Shore newsletter indicated various programs being conducted at White hall and ways on how to get involved in the various events. The Off- Shore also highlighted programs and RCC and RA events. b. "Have events advertised on the TV in White Hall Lobby". This program had some difficulty as the semesters progressed. Only the RD of White Hall has access to placing a calendar of events or pictures of students involved in various activities on the TV. Programs and pictures were given to the RD to post but the events or pictures were never seen on the TV. c. "Advertise all events in a weekly "Off-Shore". The events and activities were advertised in the Off-Shore but White Hall's RCC felt the newsletter should only be printed and posted once a month and not every week. The Off-Shore was printed and posted in White Hall's lobby and placed on the White Hall website. d. "Make contact with MSU's school paper and send various events going on in White hall". College-Head made contact with the student editor of MSU's paper about their interest in printed events happening in the various RC's each week. The Student Editor seemed excited about the possibility but never got back to the CH. The Murray Ledger and Times newspaper did print a story about the international student trip to the Memphis Motor sports Complex. The American Drag Racing Association (ADRA) also did an article in there publication about sponsoring MSU's international students to a day at the drags.
Residential College Head - Hester	Innovation for Impact	Hester: Update Hester College Website and other sources of communication.	Hester College was successful in using social media for communication as Hester's Facebook page wasactively expanded. Students regularly used the page to communicate and submit pictures throughout thesemesterHester's Website is still actively being revamped and has not been made live yet. The current version wasupdated and a calendar of events was installed	Excellence through Quality	Hester: Expand the outreach to the international community at Hester College.	Hester had a program each semester focusing on international affairs. In the Fall Semester Hester hosted aprogram where some international students assisted in making some of their traditional foods. In the SpringSemester students that had recently participated in Study Abroad programs gave presentation on the cultureand experiences.Also throughout the semester Hester actively worked to increase participation of the international studentsassigned to Hester in the various activities.

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UNIT	IMPERATIVE 1	GOAL 1	GOAL PROGRESS 1	IMPERATIVE 2	GOAL 2	GOAL PROGRESS 2
Residential College Head - Clark	Innovation for Impact	Develop and implement a new Clark College Sustainability Program	RESULTS—Focus 1: 1) About 25 pounds of batteries were collected and delivered to Make a Difference Day recyclers. 2) Several ink cartridges were collected and taken to Make A Difference Day recyclers. 3) Almost all of Clark's posters were recycled or reused and the RCC Constitution, Minutes, and Committee planning documents are available only on Google Documents with back-ups of e-copy being kept by the RC President and College Head. This use of shared access of cloud storage technology has both enhanced everyone's access to information and saved many printed hard copies of shared documents.OUTCOMES—FOCUS 2, saving energy/reducing energy costs in Clark Hall:1) Neal Head and Scholarship Worker, Heston Arnold, designed, printed and posted "reminder" posters in the laundry, kitchen and trash rooms. These were about saving energy in Clark College by washing clothes in cold water, turning out the lights when leaving, etc.2) Neal and Heston also developed two comprehensive energy and cost-sharing plans to reduce electrical waste in Clark Hall. The first was to install motion detection switches in Clark Hall Laundry and Trash Rooms, the second was to reduce hallway lighting during quiet hours in the hall. The calculated estimated savings of these two measures is over $3500 per year. When implemented, the projected savings would significantly exceed the implementation cost in the first year.RESULTS--FOCUS 2:1) Students response to the posters was minimal. The lights in the Trash and Laundry Rooms are still usually left on.2) We met with Mike Dunnavant and Wayne Harper, Facilities Management Representatives, and they collectively committed to having both proposals carried out. Mike Dunnavant pointed out that these proposals will also reduce maintenance labor, and would bulb/ballast/fixture replacement costs. To date the installation has not begun.	Outreach with Partnerships	The Clark College RCC and RA Staff will collaborate with Murray's Needline and Main Street Youth Center's programs.	The Clark College RCC and RA Staff collaborated to work together with Murray's Needline and Main Street Youth Center's programs. Additionally, Clark College raised money, food, pet food, and clothing for Murray's Humane Society, Angel's Attic and the Murray Relay for Life.OUTCOMES: Needline and Main Street Youth: Clark RAs and RCC Students visited with and discussed ways to help each of these organizations. For Needline, we held an RA program "One Can Make A Difference" (which was voted to be an RC Spirit Flag event) to collect non-perishable food, collected food and clothing at the end of the Fall semester, and will collect food and clothing at the end of the Spring semester. The plan approved by Murray's Main Street Youth Center (MSYC) was to use their name in Clark College's signature "Clarkstock music Festival" promotions and fundraising to collect donations for MSYC programming.RESULTS: Needline and Main Street Youth Center: to date about 150 pounds of food has been collected and delivered to Needline and Clark students Sam Sheffer, Sandy Crowell, and Emily Harris worked at the Center to help organize and distribute food. Over $400 was raised and donated to the Main Street Youth Center. For Angel's Attic about 650 pounds of clothing and small appliances have been collected and donated; for the Relay for Life the Clark RCC Honor Society raised $300.00; and finally, for the Humane Society we collected dog and cat foods in the amount of $50.00
Residential College Head - Hart	Innovation for Impact	Improve Hart College web page	Hart College selected a web master, who updated our on-line presence. He added student photographs, HartBeat (our newsletter), and our Residential College Council meeting minutes each month during the fall and spring semesters. In addition, we added photos of the College Head and RD.	Excellence through Quality	Increase international student involvement	Hart College created a conversation buddy program for Hart international/American students. We exceeded our participation (10 partners) and programming (1 per semester) goals. 1. Chinese Spring Festival; 11/29/12; Approximately 75 in attendance2. First Buddy Meeting; 11/29/12; Approximately 26 in attendance 3. Buddy Bonding; 2/2/13; Approximately 25 in attendance4. Shelter Day; 3/2/13; Approximately 10 in attendance5. International Expo; 4/3/13; Approximately 35 in attendance6. Buddy Movie Night; 4/5/13; Approximately 30 in attendance
Residential College Head - Regents	Innovation for Impact	The Regents College RCC and RA/RD leadership institutes a new faculty/staff/student interaction increase plan, which begins on September 26, 2011; (2)Also Regents College, along with Amy Crump of Food Services , is re-activating the life of the as-yet-unnamed cafe in Regents, hoping to serve students across the campus here at Regents!	The September 2012 Regents Rhino Crash Bash brought students/ faculty/ staff and their children to the catered 80s theme-event and everyone had a great time, which increased involvement at subsequent events, including Regents' sponsoring an international event, the French Carnivale in November. There was lots of participation in Regents Idol, as well as in the ICALA sponsored scavenger hunt held in February 2013. We keep a record of attendance at all events, and have found an increase in Faculty/staff involvement in all programs, academic team events, and dinners. The newly instituted monthly Regents/ White 'Dining in the T-Room' has also brought many faculty/ staff and students together. (2) New menu and new hours at the Rhino Rest Stop (Regents' cafe) have revitalized lobby life in Regents!	Outreach with Partnerships	Regents College RCC and RA/RD leadership are taking a strong stand against hate and intolerance, specifically linking Regents students with MSU Alliance group and the MSU Women's Center activities	Responding to the mission of the Safe Zone imperative on the MSU campus, Regents students participated in the Women's Center Take Back the Night event in record numbers, made a beautiful and 1st prize winning banner. Regents RCC/RA/RD participated in the No-Hate march after the "Hate isn't Sexy" workshop co-hosted by Gender and Diversity Studies and the Women's Center on October 11. Proceeds from our 'No Hate t-shirts' before and after the event went to MSU Alliance and the Women's Center. We worked with the Department of Foreign Languages to promote and host the French Carnivale. We worked with the Black Student Council on a movie night in honor of Spike Lee's visit to MSU, and we were a sponsor with the Africa Student Club for the Africa Dinner held in January 2013. We partnered with other residential colleges for the scavenger hunt; and we worked with community volunteers and the Red Cross when we did our second annual Regents Blood Drive (we also partnered with Hester College in this Spring event).

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UNIT	IMPERATIVE 1	GOAL 1	GOAL PROGRESS 1	IMPERATIVE 2	GOAL 2	GOAL PROGRESS 2
Residential College Head - Springer/Franklin	Innovation for Impact	Consistent with President Randy Dunn's sustainability imperative, Springer/Franklin Residential College will organize and promote a recycling initiative during 2012-2013. The Residential College Council will establish a Recycling Committee that will encourage students to conserve natural resources by recycling. A major emphasis will involve the collection of plastic bottles in both Springer and Franklin halls. The bottles will be donated to an organization that will use them as containers for laundry detergent that will be distributed free of charge to individuals who are unable to easily purchase detergent due to their financial situation. Springer/Franklin will place collection bins for plastic bottles, paper, batteries, and aluminum cans in visible areas in and around the two buildings.	The Springer/Franklin Residential College Council implemented a successful recycling program during 2012-2013. At the first council meeting in August, the college appointed a recycling committee. Early in the semester the committee placed bins in both Springer and Franklin halls for the purpose of collecting plastic bottles; the response among college members was tremendous. Hundreds of large plastic bottles were received during the fall semester and donated to an organization in Breckenridge County, Kentucky. The organization filled the bottles with laundry detergent and donated the bottled detergent to those in need. Due to the large number of fall 2012 donations, the Breckenridge County organization stopped accepting the recycled bottles in the spring of 2013. However, the Springer/Franklin recycling committee continued to collect cardboard as well as printer ink cartridges. Residential College Council members delivered the cardboard to the city of Murray and the ink cartridges to West Kentucky Mentoring Inc. The college also collected paper and aluminum cans by placing bins in Springer and Franklin. Due to the large number of plastic bottles, cardboard, and ink cartridge collections, the recycling committee decided not to collect batteries during 2012-2013. Springer/Franklin expects to collect batteries during 2013-2014 and to collect plastic for the detergent project as well. Cardboard, ink cartridge, paper, and aluminum can recycling are now a part of a sustainability culture at Springer/Franklin.	Excellence through Quality	In order to promote the internationalization of the campus and the university and to increase all students' awareness and appreciation for cultural diversity, the Springer/Franklin Residential College Council will undertake an initiative to increase diversity programming during 2012-2013. A particular emphasis will concern international diversity. The council will conduct at least two programs with an international focus during both the fall and spring semesters. To ensure that international students are aware of such programs Residential College Council Executive Board members will issue personal invitations to international students in the two buildings. The college head will directly contact international students through a list server and also invite them to these programs. During the spring semester, a university faculty member will offer a one credit hour seminar at the college on the topic "Food and Culture Around the World."	During the fall 2012 semester, Springer/Franklin leaders successfully recruited fifteen international students who participated in the Land Between the Lakes Hike on September 8. The international students joined an equal number of American students and five faculty members and their families. After the hike at Hematite Lake, the hikers debriefed at a Murray restaurant. This experience enabled interaction between international and local students and faculty and proved to be a cultural diversity enhancing experience. A comparable number of international and American students participated in the spring 2013 hike on April 13. The hike is very popular with international students and allows them to visit an outdoor attraction as well as to engage in an activity with American students and faculty members who are also enriched by the experience. Personal invitations to international students have proven to be very effective for ensuring participation. Approximately 30 international students joined about 70 American students at the Springer/Franklin Halloween party on October 26. This was the first Halloween experience for most of the international students who wore costumes and enjoyed dancing, dining, and celebrating this traditional event. On February 22, Springer/Franklin's Sigma Eta Honor Society and the Residential College Council participated in an international scavenger hunt organized by Richmond and Regents Colleges. Approximately 10 international students participated in origami crafting, joining several American students at Springer/Franklin. This event was a modest success; perhaps the Friday night timing may have influenced the number of students who were able to participate. Above all, however, Springer/Franklin achieved its goals with four international focus programs; college leaders are discussing ways to expand international diversity programming in 2013-2014 and plan to involve more faculty members in international cultural programs during that year. Dr. Iin Handayanni, a native of Indonesia, taught an internationally oriented food and culture seminar at
Residential College Head - Richmond	Innovation for Impact	To have thirty high school students to attend Richmond cultural events. during Fall and Spring 2012/13.	We did not meet this goal.We had six students from Graves County and Calloway County High Schools attending the panel "World Languages on Campus", September 13th, as opposed to the twelve high school students that attended our "Multilinguism in the 21st Century" event, on the previous year.We had planned a program on the topic "What to expect from Campus life" for January 2013, with Dr. Bertus Ferreira and Sarah Loveless, teacher at Calloway County High School. The school found some challenges to organize the transportation of students and we had to cancel it. I don't think we are going to pursue this effort again.	Innovation for Impact	Publish a monthly Richmond Newsletter that will reflect the life and activities of Richmond College.	The first issue of the Newsletter was published at the beginning of February, and the last during the first week of May. The product that Marion Taylor presented was informative and polished. The editor for the Fall semester will be Mallory Snider.
Residential College Head - Elizabeth	Innovation for Impact	To implement a "Minute-to-Win-It" RCC/RA/FYL Game after each RCC meeting to promote more community loyalty, meeting attendance and participation	Our unit recorded meeting attendance numbers. Our meeting attendance did increase by 8-15 people throughout the first semester. The number of new members decreased in the spring but the attendance was still up from previous years.We were successful with this initiative and increased participation and visibility by 30%. The minute to win it game was successful and our monthly recognition of students was also successful in creating a warm environment.	Innovation for Impact	To increase community partnerships and campus involvement with breast cancer awareness and cures through continuing our "Boobeque" event every October	This initiative was not achieved due to other initiatives. We had a fundraiser through our fraternity and those funds went to breast cancer research. However, rather than the "boobeque" event, we focused on increasing our international programming which was successful in involving more international students.
Retention	Innovation for Impact	Faculty/staff who submit referrals to the Retention Office through MAP-Works will be notified of the resulting action within two business days.	We are unable to conduct this assessment as originally thought. We thought that MAP-Works would allow us to filter and sort based on the date the referral was received and the date it was closed. It does not. To find this information, we would have to look at each referral that was submitted for the 2012-2013 academic year (1296 sent to the Retention Office) and cross check each one with the date it was closed. We chose not to do that. However, based on this we will change our assessment for this item in the future. Anecdotally, I can tell you that turning around a referral within 48 business is our operating procedure. I can only think of twice when we were unable to do that.	Excellence through Quality	Intentional student outreach, facilitated through MAP-Works, will result in a 3% increase of fall-to-fall retention of first-year students.	It is too early to assess this. Once final numbers are run through the Registrar's Office in mid fall semester, will know the "official" retention numbers. However, according to the Fall Enrollment Comparison by Residency report (also distributed by the Registrar's Office), we are up 3.5% of undergraduate enrollment (excluding international students) for Fall 2013, compared to this time last year. We are hopeful that is an indicator of our final retention numbers.
School of Nursing	Innovation for Impact	Establish a SON student ambassador program to aid in recruitment and public relations events.	1. Twelve student ambassadors have been selected with faculty input and approval. Anna Fowler and Tonia Mailow over see the program. All ambassadors receive a SON shirt and a small bookstore scholarship.2. Ms. Fowler and Dr. Hobbs had an orientation in the fall of 2012.3. More than 6 events were attended by the ambassadors with positive feedback from faculty and attendees at the events.	Excellence through Quality	Create a template for specific international experiences to receive credit towards required nursing courses.	1. Ten nursing students attended Harlaxton, England with Dr. Farrell. Three nursing students from Harlaxton visited Murray State this spring.2. The SON is working with the required course, NUR 405, for students to present and receive substitution credit for that course.

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UNIT	IMPERATIVE 1	GOAL 1	GOAL PROGRESS 1	IMPERATIVE 2	GOAL 2	GOAL PROGRESS 2
Sponsored Programs	Innovation for Impact	Increase the number and competitiveness of grant proposals and contract applications across the campus and increase the total amount of resulting awards	In 2011-2012, OSP provided narrative support to 25 faculty/staff submitting grant and/or contract proposals. For 2012/2013, narrative support was provided to 28 faculty/staff who submitted grant and/or contract proposals, thereby meeting its goal for a 10% increase. OSP staff often reviews multiple drafts of proposal/contract narratives but for this assessment has chosen to count each proposal reviewed by a staff member as one rather than include all of the drafts reviewed.	Excellence through Quality	Expand quality of services designed to support faculty and staff in submission of external funding opportunities	The goal of 85% first time grants.gov proposals submission success was reached. Nine proposals were submitted through the grants.gov system and only one had errors resulting in an 88.9% success rate.
Student Disability Services	Innovation for Impact	Develop a plan to improve assistive technology for students with disabilities campus-wide..	During the academic year, SDS hired a temporary staff member to train entering students on how to use various types of assistive technology including Read & Write Gold, Livescribe, and Kurzweil 3000 Scan/Read software program. Worked with general counsel to develop an Acknowledgement and Agreement Form for students with disabilities to sign who use assistive technology in the classroom for the purpose of recording/taking notes in the classroom as a reasonable accommodations. SDS staff also met with staff from the College of Education , Office of Institution Diversity, Equity and Access (formerly Office of Equal Opportunity) to partner with Read & Write Gold to make the software program available in all computers labs on campus..In May, two SDS staff members attended the Kentucky Association on Higher Education and Disability conference entitled: "Getting AHEAD - Technology & other Solutions". The conference provided information on assistive technology currently being used by students with disabilities in higher education as well as future trend.	Innovation for Impact	Develop a plan to disseminate information about the services /accommodations available to students with disabilities at MSU to target area students, high school counselors ,and vocational rehabilitation counselors.	In August,, Cindy and I met with Office of Recruitment staff to inform them of the services available through the SDS Office so the staff could address questions about our office as they travel to recruit students. In September, we also presented information and provided brochures to area guidance counselors during an event sponsored by the Office of Recruitment. In October, Cindy attended a college fair in Louisville for students, parents, and vocational rehabilitation counselors. In November, I spoke with area counselors, high school administrators, vocational rehabilitation counselors during an ACT/Financial Aid Workshop sponsored by the MSU Office of Financial Aid/Scholarship.In December, we revised the Request for Information for Students with a Disability form that is mailed to all admitted students to aid in earlier identification of students with disabilities.
Student Life/Curris Center	Innovation for Impact	Increase public relations efforts	Three You Tube videos were used with 42 viewers. It was determined that You Tube was not beneficial in promoting events and will probably not be used in the future. Facebook posts reached a combined audience of 5624 with 66.8% female and 32.7% male. Facebook was considered beneficial in promoting events and will continue to be used. Our top 15% of Tweets were retweeted a total of 207 times meaning they reached all of our followers and the followers of the individuals that retweeted SGA. Nineteen events were evaluated using the first 25 respondents for each survey. It was determined we should continue doing these types of events; however, they will vary for each academic year. The publicity was rated low on the evaluations and we are going to re-evaluate our efforts.	Excellence through Quality	Improve service provided to students/organizations/departments by providing online scheduling options	Curris Center staff and graduate assistants conducted training sessions at various times to accommodate students' schedules. Laptop computers were set up to give attendees hands-on experience in reserving space using the online virtual scheduling system. At total of 85 student organizations registered and sent representatives and 146 new virtual users were added. Use of the virtual online scheduling system has increased 125% since training was offered.
Student Support Services	Innovation for Impact	Develop new strategies to increase participation in academic and personal development workshops that aid in retention of participants.	For AY 12-13 we offered 6 traditional-format workshops and added 7 online workshops through the SSS User Group in Blackboard. Prior to this year, we did not offer any workshops online. The number of traditional-format workshops varies from year to year.2. Investigate ways to provide better program services using mobile devices and social media.**For AY 12-13 we implemented a FB page for SSS. A student was put in charge of maintaining the page and posting information. Additionally, we implemented a peer monitoring program and encouraged the peer mentors to us e-mail and social media to help promote programs and services from SSS. Feedback for both has been positive.Assessment/Measure:1. Assess number of programs/workshops offered (traditionally and online), participation in workshops, and surveys of satisfaction. **Number of programs/workshops offered - 6 traditional; 7 online**Participation in workshops & Satisfaction (TRADITIONAL ONLY) Stress Workshop (2 attendees, 2 responses): 2 Strongly Agree Test Anxiety Workshop (8 attendees, 7 responses): 1 Agree, 6 Strongly Agree Healthy Relationships Workshop (8 attendees, 8 responses): 2 Agree, 6 Strongly Agree Etiquette Workshop (23 attendees, 23 responses): 5 Agree, 18 Strongly Agree Math XL Workshop (1 attendee, 1 response): 1 Strongly Agree**Participation in workshops & Satisfaction (ONLINE ONLY) Online workshops had no assessment so we have no results of satisfaction. This is something we will implement for online workshops in the upcoming year. Stress Management - 17 participants Six Steps to Study Success - 15 participants Money Matters - 15 participants Credit Do's & Don'ts - 14 participants Understanding Your Paycheck - Tracking was disabled; no data available. You're Hired - Tracking was disabled; no data available. Budgeting Basics - Tracking was disabled; no data available.2. Survey methods and effectiveness in increasing use of iPads and other online methods of disseminating information, programming, and services.**End-of-year Program Survey	Innovation for Impact	Develop a Community Service project that partners with a community agency in Calloway County.	Objective:Develop a community service project in partnership with a local agency that is lead/developed by SSS Emerging Leaders and creates an opportunity for involvement by all SSS participants. **SSS Emerging Leaders coordinated a community service project in which Emerging Leaders and SSS participants collected books, made blankets, and stuffed hand-made teddy bears. The students collaborated with a local shelter for abused women and children (The Merryman House) and donated the collected items to a project called "Bears, Books & Blankets." Assessment/Measure:We will assess participation in project and survey satisfaction.** 17 students (5 Emerging Leaders, 12 SSS participants) and 3 staff attended event.** Overall feedback was positive; students have mentioned wanting to do more projects like this.

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UNIT	IMPERATIVE 1	GOAL 1	GOAL PROGRESS 1	IMPERATIVE 2	GOAL 2	GOAL PROGRESS 2
Teacher Quality Institute	Innovation for Impact	To train approximately 350 cooperating teachers and/or university supervisors inthe co-teaching mode	1. Six (6) additional trainers were trained. 2. Training was designed. The first training was held on 9/13/12.3. Piloted co-teaching with student teachers in Graves and Trigg counties (Spring 2013)4. Sessions were advertised. Website was established for registration. 5. Offered fourteen (14) sessions prior to July 1, 2013. Six sessions are scheduled after July 1, 2013. 6. Evaluated sessions using pre and post tests. To-date, 564 teachers and administrators have been trained.7. Will begin to implement co-teaching in practicums (Fall 2013)The training will be measured by the number attending and by comparing the attendees' pre and post test scores.	Excellence through Quality	To design and implement electronic documentation for tracking each student's 200 field hours in COESIS for admission to student teaching.	1. A list of 200 hours required by each program was compiled by Spring 2013.2 The COESIS module for verifying 200 hours was developed and tested in Spring 2013.3. The module is being adjusted/modified as needed. 4. Monitoring of the status of the EPSB's development and implementation of the website for students to document their field hours is continuing, as it is still under development.5. Students have not been trained to use the EPSB's website for their documentation of the 200 hours. The website will not be ready until Fall 2013.6. Faculty verified students' hours for activities completed in classes in Spring 2013.7. Students will begin entering data on EPSB website. (Fall 2013)8. Procedures for reviewing and deciding if hours completed at other institutions can or cannot be used have been developed. We will offer EDU 450 in Fall 2013 for spring 2014 student teachers to complete any hours that they are lacking. 9. Reports for gleaning required data from COESIS will be written in the fall.Measurement of this goal will consist of a comparison of the 200 hour documentation in COESIS and the students' documentation via EPSB website for spring 2014 student teachers.
Transfer Center	Innovation for Impact	Develop and implement a Pilot Early Admission Program with Madisonville Community College.	As the original goal stated, a pilot program was explored with Madisonville Community College. During the course of exploration, Hopkinsville CC and Henderson CC both expressed great interest in being involved in this program. As such, planning meetings were held with leadership at both MCC and HCC as well as continued communication with Henderson CC. At this time, an MOA has been drafted and is in the review process. Promotional materials are also in draft phase waiting on final MOA. Plans continue to be an initial roll-out of the program during the fall 2013 orientation at these three area community colleges.	Outreach with Partnerships	The Transfer Center will conduct 2 on-site admission events at each of the 4 partner KCTCS Colleges during the 2012-2013 academic year. These events will create financial and efficiency advantages for both the student and partner institutions while also promoting positive continued relationships with the partner KCTCS College.	On-site Admission events were held at our four partner KCTCS institutions (WKCTC, MCC, HCC(Hop) and HCC(Hen) in both the fall and spring semesters. These events continue to prove to be a great collaboration and communication opportunity for MSU and the respective community college. After noting a decrease in total on-site applicants from Fall 2011 to Fall 2012, we chose to add an additional convenience to the program for the Spring 2013 semester. To allow for even further outreach, we accepted these applicants up to one week in advance of the actual scheduled on-site date. This garnered a 46% increase in applicants from Spring 2012 to Spring 2013.
Undergraduate Admissions	Innovation for Impact	Automating the decision process for students who meet the requirements unconditional admission	I have contacted the IT department numerous times about implementing the automatic decision process for students that meet the Unconditional admission criteria. I have even provided them with the script from Eastern Kentucky University (a Banner school) but have never been successful in getting IT to work on this project.	Innovation for Impact	Setting up a system to send students text messages through email	We gathered cell numbers, carrier, and permission from students to send text messages for important dates and upcoming events. This has been well received by students.
Undergraduate Research and Scholarly Activities	Innovation for Impact	Facilitate at least one roundtable discussion each semester aimed at increasing the engagement of faculty in inquiry-based learning methods.	Resources only permitted partial fulfillment of this goal. In April, the existing Research Brown-Bag Luncheon Series facilitated by the Office of the Provost and the Research Policy Committee featured undergraduate research and best practices for interested faculty. The program featured four faculty representing different academic disciplines/colleges discussing their experiences with undergraduate research students. While additional funds ($750) requested for this goal were not awarded, URSA was able to utilize the Research Brown-Bag Luncheon Series for delivery of at least one forum on inquiry-based learning methods.	Outreach with Partnerships	To offer at least one program aimed at showcasing undergraduate research or scholarly experiences in an underrepresented academic area.	In October, URSA partnered with the School of Nursing and the Office of Development to host "Evidence-Based Best Practices in Clinical Healthcare." This program served to highlight undergraduate research activities of nursing students, while drawing awareness and attention to the difference that this type of learning can take across disciplines. The program featured poster and oral presentations in addition to a keynote luncheon with an MSU alumnus who is a local nurse practitioner. Consensus among those involved in organizing the program and the leadership of the School of Nursing was that the program was a big success and should be repeated. While additional funds ($500) requested for this goal were not awarded, URSA was able to prioritize it within the Office's internal budget.
University Communications	Innovation for Impact	Develop our social media presence/strategy so that can be measured and visible through all other mediums (digital, print and web)	By purchasing a new analytic software that will measure our effectiveness and engagement with all of our social platforms, we will track how well we communicate to potential students, current students, alumni, donors, faculty and staff. All platforms will be dependent on the others so measuring the consistency of the message will also take place. Quarterly measures were taken and reviewed and we determined that we can do the same analytics through another service that is more detailed.	Excellence through Quality	Implement the 'take your place" branding throughout our four areas (Print, Digital, Social, Web) to continue to strengthen the brand	With each printed piece, video, web related messaging and social media platform, we will push the "take your place in the Murray State Tradition". This new branding was developed this summer (in-house) and the messaging came directly from our We Are Racers statement. The two branding campaigns with coexist (We Are Racers representing the "spirit" side of the brand and "Take Your Place" more the academic side of the brand. We will measure our success through a number of avenues but specifically, by April of 2013, the new branding was communicated and represented in print pieces, advertising, web, digital and social mediums. This is gradually taking place on all platforms. We will see it appear in our new recruitment materials for the fall and also on the branding (banners, website, etc.).
University Libraries	Innovation for Impact	Develop Instruction Plan for all undergraduate degree programs	The Undergraduate Library Instruction Plan is on track for completion. The identification of research-intensive courses has concluded, the plan is being compiled into a single document. The R&I Librarians will meet with department chairs over the summer to implement for Fall 2013.	Excellence through Quality	Implement a Discovery System	A library faculty and staff committee identified a Discovery System, which was purchased in early 2013. The selected product will "go live" in early June and will be available for public use by the start of fall semester, 2013.

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UNIT	IMPERATIVE 1	GOAL 1	GOAL PROGRESS 1	IMPERATIVE 2	GOAL 2	GOAL PROGRESS 2
University Studies	Innovation for Impact	Implement Stage II of our assessment plan.	During the past year we have assessed 15 new Student Learning Outcomes in a total of 38 courses, and spanning such broad student learning goals as: oral and written communication skills; knowledge of science and technology; a critical understanding of the world's historical, literary, philosophical and artistic traditions; critical thinking; information literacy; civic responsibility and citizenship; and the roles and applications of technology in problem solving. A report on the outcomes of this assessment effort is included in section 3.5.1 of the upcoming SACS report.	Excellence through Quality	Develop guidelines and an assessment plan for Writing and Technology Intensive courses.	These have been written and approved by the University Studies Committee, and are available on-line at the University Studies website.
Vice President for Finance and Administrative Services	Innovation for Impact	Determine if the current financing plan for renovating six residential facilities is the best method of long-term financing.	In determining the best method of financing, the most cost effective and innovative plans will provide greater benefits for university residential students and prudent stewardship of state funds. Measurement will be successful completion of residential facilities during a reasonable time period (5 biennia) and effective cost basis.Progress: The renovation of Elizabeth Hall has been completed. A new bond issuance for the renovation of Hester Hall concluded on June 19. The project is set for completion during the 2013-14 fiscal year.	Excellence through Quality	Develop debt management policy/procedures for the University	The establishment of a debt management policy and procedures including both external (bond issuances and third party) financing and internal departmental loans will guide the institution in the market place. The policy can be utilized as a planning tool. Utilization of this instrument will strengthen the University's interaction with the Office of Financial Management by demonstrating the institution's ability to incur and discharge debt.Progress: The VPFAS was a member of the state-wide debt policy subcommittee through the Council on Postsecondary Education. Following a couple of meetings, it was the consensus of the committee that each institution should develop its own debt policy. The Director of Property and Debt Management and others will develop MSU's debt policy during the 2013-14 fiscal year.
Vice President for Institutional Advancement	Innovation for Impact	Create a monthly 30 minute television program featuring K-12 initiatives and innovative programs to be aired on MSU TV 11, in our 18 county service region, and KET.	We were able to accomplish the desired results by featuring K-12 initiatives in the area through packages on Roundabout U. Features were produced on the Office of Regional Stewardship efforts and also had a series of features on science in the schools with Jason Lindsey, the Science Guy. Show content this year had an emphasis on campus initiatives and within our service region. All colleges were featured as well as a show devoted to our Madisonville regional campus.	Innovation for Impact	Develop and grow partnerships, intern opportunities, and scholarships for students interested in a career in Music Business	Scholarship funds for students pursuing a career in Music Business increased to $52,500 in 2012-13. Funds for one internship has been set aside to be awarded in 2013-14. Eight MSU students participated in the International Entertainment Buyers Association annual conference. Students attended educational sessions and also worked the conference providing both an educational experience as well as an opportunity to network with industry professionals.
Vice President for Student Affairs	Innovation for Impact	Develop a comprehensive marketing plan for the Division of Student Affairs to inform the campus community and parents of services available to assist students and meet their needs	Developed a partnership with Marketing Office-- Jayme Jones assigned to work with Office of student AffairsOverall theme developed--"You Matter"Target audiences and time line establishedMet with all Deans' Faculty meetings in AugustCampus wide materials delivered --Door Hangers and posters with Student Affairs contact informationParents newsletters and e-mail and tweets sent to parents (tweets to students also)VP business card given to all incoming students and parents at Summer OResults were an increase in student visits, phone calls and e-mail contacts to student Affairs Office	Outreach with Partnerships	Establish a Development plan and time line for the Division of Student Affairs	Workshop attended in Louisville Fall semesterMeetings with Development Office and Student Affairs took place in October and Spring SemesterMike young and Abby Hensley were given responsibility to develop strategy and planFoundation Account in placestudent Affairs is now listed as an option on pledge cardsCampaign has been delayed to begin Fall 2014 with target groups
Wellness Center	Innovation for Impact	Assure that we are providing up to date equipment for the patrons here at the Wellness Center	We inventoried every piece of equipment here at the Wellness Center to make sure we were covering all our bases on types of equipment for the patron's use as well as making sure everything was still in good shape. It was found that we have multiple machines and cover all the muscle groups and all pieces are working well. We took a staff survey as to which they felt were the most used pieces of equipment. We have also had in several demo pieces for the patrons to use and make comments on. We will continue this process throughout the summer to assure we bid for the ones we feel are most applicable for our center.	Excellence through Quality	Be sure that our center is in compliance with current regulations and standards.	All handicapped accessible and regular health standard codes were reviewed and we passed with flying colors! We are good with the Fire Marshall, Health Inspector ....100% for pool and spa....In compliance with the Virginia Grame Baker Act drains, two pool lifts, AED, ramps, doors, wheelchair, number of people in our center at one time, signage for tornados and severe weather, and chemicals. We also have an adequate amount of needed chemicals and parts when addition is needed.
WKMS	Innovation for Impact	WKMS embarks on an innovative course with Sounds Good, a branding campaign tied to a new midday Americana music program appealing to broader demographic.	Fall 2012 Arbitron estimates showed a spike in listening in the midday Americana music program as well as overall growth in numbers. Since its inception in September 2012, Sounds Good has been a platform for over 500 community interviews. WKMS had excellent response to two "Sounds Good" promotions: "Cookies Sound Good" and "Wreath Making Sounds Good." WKMS continues a trade with a local merchant for a billboard located at 641N and 68/80 with new logo and branding.	Innovation for Impact	WKMS embarks on a new course of outreach through development in 2013 with personnel change and renewed focus on major giving. This is revenue-generation focused outreach with business partners.	WKMS hired a new development director in January 2013. The new director has brought new accounts in underwriting and has begun calling on major giving prospects. She has also attended the prestigious "Institute for Philanthropy" training. Additionally, she scored a $2500 scholarship to the public radio development conference this summer to further her knowledge in major giving specifically in public radio.

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UNIT	IMPERATIVE 1	GOAL 1	GOAL PROGRESS 1	IMPERATIVE 2	GOAL 2	GOAL PROGRESS 2
Women's Center	Innovation for Impact	Update Women's Center programming to compare to current programming sponsored by Women's Centers on other college campuses	Through researching other Women's Centers we found that many of our existing programs are in line with the issues being addressed at other colleges and universities. Most programming focused on interpersonal issues such as dating violence, sexual assault, and stalking. Our programming currently addresses these issues. Women's health programming seemed to be emphasized in many other facilities and is not currently being prioritized in our programming. To address this gap we have planned a new program called "Paint Me Pink." This program's aim is to raise awareness about breast cancer and to raise money for research. We also received considerable feedback from students indicating a desire to see more programming aimed at self-confidence as well as how to balance multiple roles such as family, social life, work, and school.	Innovation for Impact	Develop the STAND program in collaboration with Calloway County Middle School	During the 2012-2013 school year the STAND mentoring program was able to pair four college-aged men with four middle school boy from CCMS. The groups completed 11 mentoring sessions covering a range of topics, including values, trust, masculinity, conflict resolution, and managing emotions. Feedback from this pilot program was generally positive, with most participants expressing a desire to see the program continued. Mentors provided helpful feedback that will be used to adjust next year's program. Desired changes include starting mentor training earlier in the fall, having more time for training before meeting the mentees, more on-campus events, and more structure for meetings and activities.