

Key Strategic Areas of Practice

As student affairs professionals, we work tirelessly every day to create an unparalleled college student experience focused on helping each member of our learning community succeed. We do this by aligning our talents and resources with eight strategic areas of practice:

Commitment to Student Success

The Division of Student Affairs will be knowledgeable about our students, patterns of swirling forms of matriculation present at FHSU, and how those factors interact with designing effective student success programs. We are committed to serving FHSU students in all three modalities (on-campus, virtual, and through international partnerships). In alliance with our colleagues across the University; and as a result of the delivery of excellent student services and programs, recruitment, retention, and graduation rates are strengthened

Admissions

- ❖ **Goal:** Design and implement a new recruitment day focused on majors within a college at FHSU.

Outcome: We implemented a Physics Day in order to strengthen recruitment efforts in the Werth College of Science and Technology.

Status: Physics Day – Maximum capacity – 20 students. 14 students attended.

Early College Programs

- ❖ **Goal:** Provide a rigorous and unparalleled early college experience, that fosters student success (academically, professionally, socially, and emotionally).
- ❖ **Status:**
 - The Early College Program staff continues to focus on our intentionality for effective advising. In the first four weeks of each semester, through a grade check process we identify academically at-risk Students. They were required to meet weekly with the academic advisor to develop and maintain an academic success plan. A desired outcome of this process was to improve class GPA and access to on-campus resources/support services.
 - Early College Programs continues to provide a “Junior Research Seminar” for all incoming juniors, both domestic and international. Juniors are required to take this course during the fall semester of their junior year for one credit hour. The goal of the course is to help students develop key skills and knowledge that will assist with the successful transition from high school to college. KAMS/AMS staff members teach the course throughout the semester. This is the third year that we required juniors to

meet twice a week during the first 8 weeks of the semester. Doing so provided our support staff more time engaging and interacting with students during the crucial first few weeks of their early college experience. We feel this helps contribute to increased retention and decreases the chances for students leaving the program within the first few weeks (which was a past issue).

- KAMS/AMS curriculum requirements have more flexibility with the approval two years ago of additional choice in math and science. More than likely, this change will be seen as one of the more significant and meaningful changes to the KAMS/AMS program, over the course of the history of the program. This is due to the fact that, historically, each year, students and parents associated with the program have strongly advocated and provided feedback (via the Docking Institute annual report), that they believe that more flexibility and class choice needed to be added to the program. In addition to the many positive comments, we (KAMS/AMS) saw an improvement in student mental health, recruitment, persistence, and recruitment efforts. The current Docking Institute survey continues to talk about students wanting more say over their curriculum choices. The biggest area seems to be in science where they would like to be able to choose from two of the three departments and take two in one department if they wish.

FHSU Online & Military-Connected Student Services

- ❖ **Goal:** Conduct three online student success coaching sessions each week beginning spring 2025.
Status: Ongoing. Researched training opportunities and best practices and plan to consult with on-campus student success professionals to build a program .
- ❖ **Goal:** 50% Online Student Orientation completion rate in InSpace.
Status: New goal
- ❖ **Goal:** Hold four online student success workshops with 50+ students in attendance at each.
Status: New goal

Health and Wellness Services

- ❖ **Goal:** Changing the delivery of our services and programs to manage the health of our students either local or virtual.
Status: We offered both in-person and virtual options for counseling and medical appointments to eligible students. In addition, we continued work on an online portal that will allow students to schedule medical appointments and complete paperwork through the PNC student portal.

Memorial Union

- ❖ **Goal:** FHSU Online Bookstore First Day Digital Access Pilot Program
- ❖ **Status:** In order to provide FHSU students with the most affordable option for digital courseware on the first day of classes, a pilot program was established for summer 2024. We partnered with Akademos (bookstore provider), Student Fiscal Services, Financial Aid, and Academic Affairs to establish a process and timeline for implementing inclusive access at FHSU. Two courses are participating in summer 2024 – SOC 376 and FIN 305. This is an ongoing project. Should the summer courses go well, the next step will be to continue with these courses for fall 2024 and expand to other courses with digital materials in spring 2025.

Memorial Union

- ❖ **Goal:** Early Arrival Tiger Card Form
Status: For several years, International Student Services and the Tiger Card area of the Memorial Union have been working with Tech Services to implement a form so international students could submit documents for Tiger Cards prior to arriving to campus. This would allow us to create Tiger Cards prior to arrival on campus so that when a student arrives at their residence hall, their card, which is their room key, would be available at check-in, regardless of time of day. Work progressed this year and the plan has expanded that the option could be available to all early arrival groups. Work is still in progress, and the form should be tested this summer with a planned implementation for fall 2024 move-in.

Residential Life

- ❖ **Goal:** Holistically support the overall success of our students living on campus by providing meaningful opportunities to promote personal growth and academic success.
Status: Combining our use of professional staff and our programming model, we create respectful, engaging and diverse communities in our residence halls, being intentional about the overall student experience and retention in both our on-campus housing and at the University as a whole.
 - Hosted 333 programs with 5,836 total attendees.The Residential Life Annual Survey shows the following:
 - 91% of students felt good about their academic performance due to living in the halls.
 - 96% of students felt that living in the Residence Halls and their ability to be more independent improved.

Retention & Persistence

Strategy	Success Metric	Process/Outcome Metric	Department	Reporting Notes
Early Tiger Alert	Retention of Flagged students and ETA communication process	Track the students who are flagged in Starfish & Students who have communicated and interacted with the ETA. Analyze the students Retention.	Retention & Persistence	Reports are run on the 20 th day of the semester

Online Tutoring	Number of students utilizing the service	Outcome Metric %- retention of each level	Retention & Persistence	Report pulled at the end of the semester. Retention will be calculated after 20 th day the following semester.
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Student Engagement

- ❖ **Goal:** Increase the number of students involved in student organizations on campus by 10%.
Status: This goal is continually assessed. In the 2023 - 2024 school year, we had roughly 7,000 students participating in a student organization. This is not a 10% increase from 22-23 but is roughly 50% of the student population. In 2024-25 we are going to assess current RSOs and how we can develop a recruitment strategy to achieve the 10% increase.

- ❖ **Goal:** Increase the level of awareness about the services offered in the CSS, and increase the amount of traffic by marketing, putting on programs, and spreading the word about the building's services.
Status: Ongoing. This past year, we hosted two large events with the entire Student Success cluster to inform students of the building's services. This year we also had Fraternity and Sorority Life study hours in the area and hosted events in the space to gain attraction to FWCSS and therefore the services offered.

Commitment to Student Learning

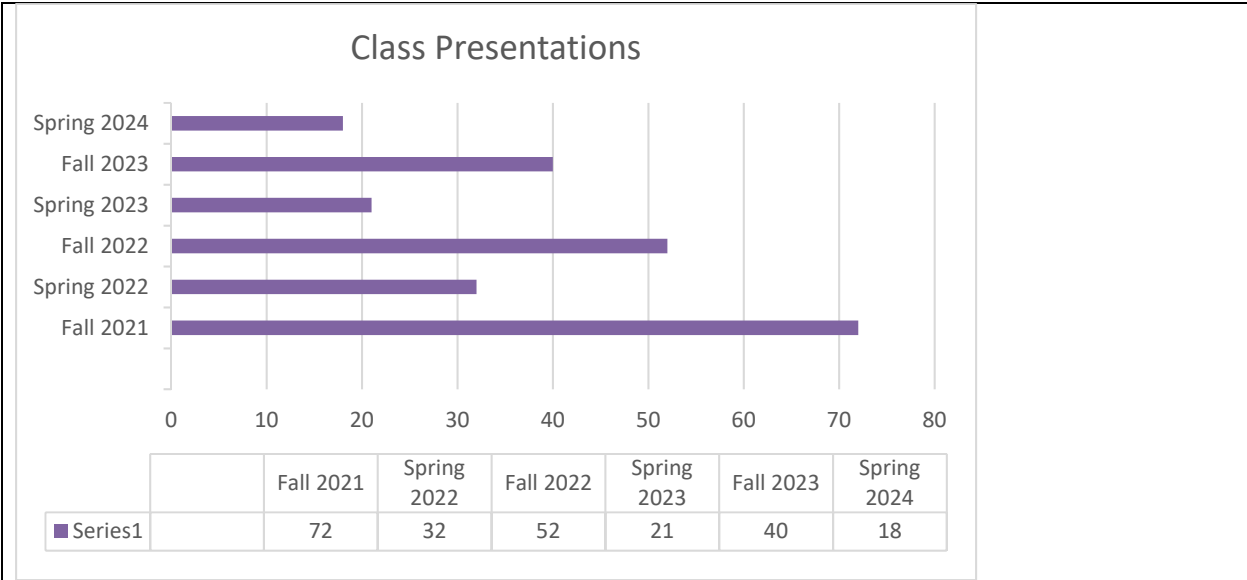
The Division of Student Affairs embraces the notion that student learning and personal development are intertwined. These concepts are core to our work. We recognize that effective student affairs work must be grounded in the assessment of student learning. We will therefore contribute to be a vibrant learning community by creating learning objectives for our programs and services, expanding our capacity to be reflective practitioners, and operating within a culture of evidence.

Admissions

- ❖ **Goal:** Design and implement a recruitment road trip program in order to highlight FHSU and ease the transition to college.
 Outcome – Teach students about the value of a degree and show them key points of how FHSU can position them for the success and the job market.
Status: Road Trips -
 - I-135 Road Trip – November 8, 2023.
 - 68 students registered, 55 students attended

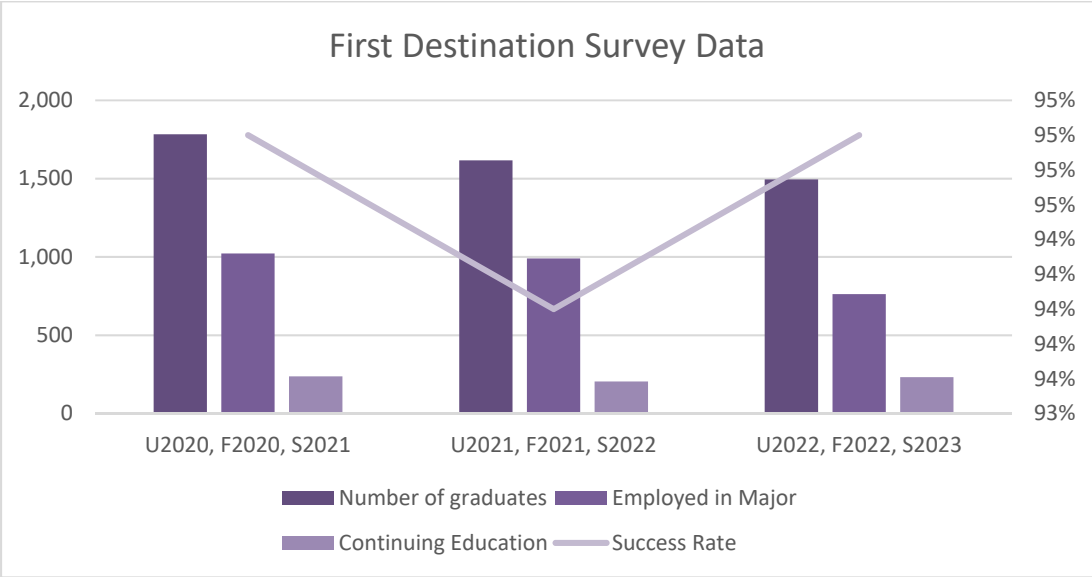
Career Services

Demonstrate career-ready competencies to become an engaged global citizen.				
Strategy #1	Success Metric	Process/Outcome Metric	Department	Reporting Notes
Career Ready Competency Presentations	Provide knowledge of the skills needed for post-graduation success	Process Metric	Career Services	Report Number of Class Presentations & Workshops which feature Career Ready Competencies each academic year
<p>During Fall 2023, Career Services staff facilitated 40 class presentations and workshops which featured the Career Ready Competencies.</p> <p>May 2024 Update Career Services staff facilitated 18 class presentations and workshops which featured the Career Ready Competencies. For the academic year, 58 class presentations and workshops were facilitated by Career Services featuring the Career Ready competencies.</p>				



Strategy #2	Success Metric	Process/Outcome Metric	Department	Reporting Notes
Career Programs & Services	Track graduation and job placement rates.	Outcome Metric – compare with engagement in career programs	Career Services	First Destination Survey and reports pulled after graduation in December and May.

Career Services tracked the first destination status of 1,495 Summer 2022, Fall 2022, and Spring 2023 on-campus and online undergraduate graduates. Overall, a 96% success rate included 762 students working in major and 232 continuing their education.

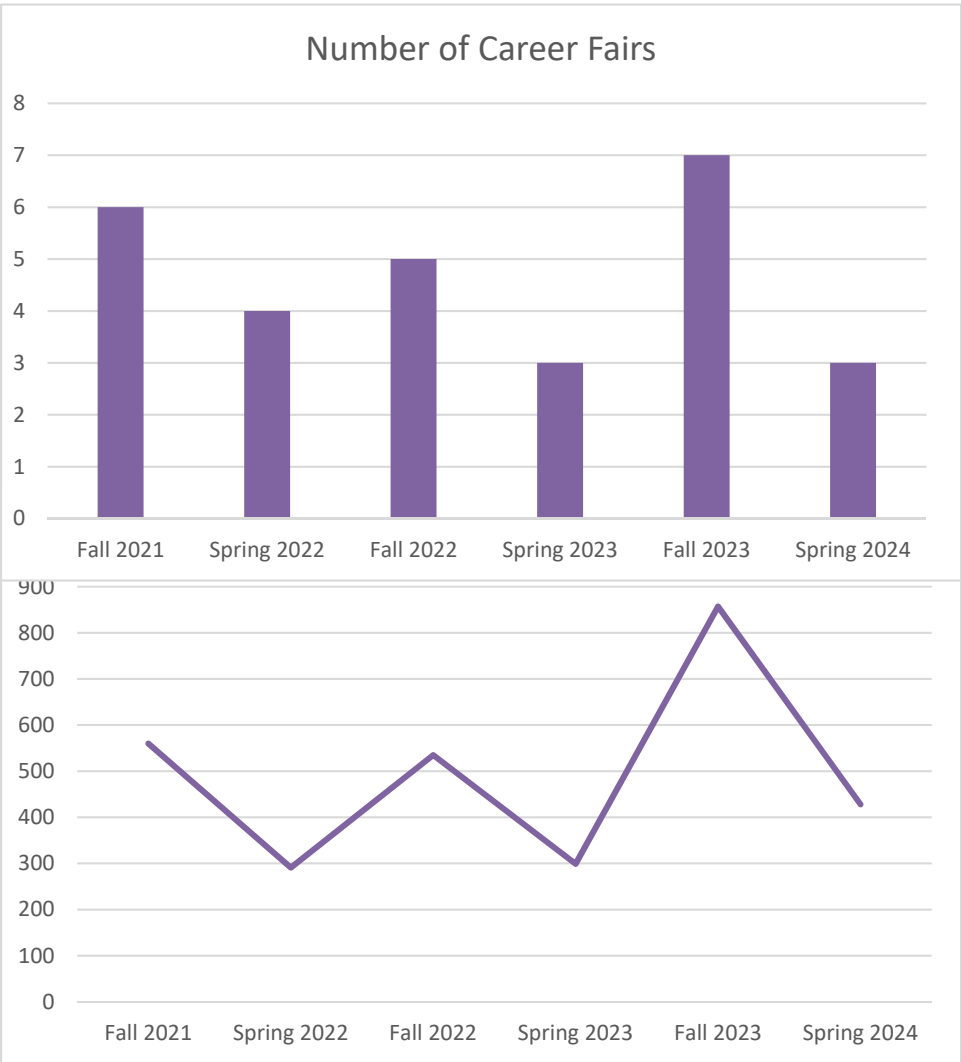


Strategy #3	Success Metric	Process/Outcome Metric	Department	Reporting Notes
Career Fair Attendance/Career Ready Competency: Career Management	Building professional network and investigating internships & full-time jobs	Process Metric	Career Services	Report from Handshake of student participation in career fairs for an academic year

During Fall 2023, 857 students participated in seven fall career fairs. This is a 60% increase in student career fair attendance from Fall 2022.

Spring 2024

During Fall 2024, 428 students participated in three spring career fairs. This is a 43% increase in student career fair attendance from Spring 2023.



Early College Programs

- ❖ **Goal:** Early College Programs will be committed to student learning (highly focused on STEM education) and will be able to provide evidence of student success and learning through the use of data.

Status:

- Student learning is evidenced through the below information:
 - The KAMS/AMS graduating class of 2024 achieved an average composite ACT score of 31. Students who score a 31 ACT composite score are in the top 95th percentile out of the 1.9 million students that participated in the ACT in 2023-2024.
 - The KAMS/AMS graduating class of 2024 received a little over 2.5 million dollars in scholarships even though it was a small class of 21 students.
 - Early College Programs graduated the sixth official class of AMS students. AMS students hailed from China and South Korea.
 - Academic Excellence: 18 students earned a perfect 4.0 GPA in the fall of 2023. 15 students earned a perfect 4.0 GPA in the spring of 2024.
 - Academic Excellence: 31 students earned Dean's Honor Roll recognition in the fall of 2023. 29 students earned Dean's Honor Roll recognition in the spring of 2024.
 - KAMS senior, Krish Patel was named a "Hansen Scholar" by the Dane G Hansen Foundation.
 - KAMS seniors Elijah Beauchamp and Emma Cohn were selected and presented their research at the Undergraduate Research Day at the Capital in Topeka, KS.
 - KAMS senior, Audrey Caleb, National Merit Finalist.
 - KAMS senior, Tuley Gilliland, was named "2024 Kansas Governor's Scholar".
- **Success in competitions, activities, and campus involvement:**
 - Numerous students provided countless service hours during a variety of volunteer service opportunities on campus and in the Hays community.
 - KAMS and AMS students participated in the annual John Heinrichs Scholarly and Creative Activities Day here at FHSU, in May. 27 students
 - KAMS senior Audrey Caleb and AMS juniors Seoyeon Kim, Yue Fan, and Yiqing Zang took the American Chemical Society ACS U.S. National Chemistry Olympiad Local Section Exam.
 - KAMS senior Audrey Caleb qualified for and took the American Chemical Society ACS U.S. National Chemistry Olympiad National Exam.
 - AMS students, Seungyou Cho, Yue Fan, Seoyeon Kim, and

Xiaochuan Cao, took part in the Kansas Regional Science Bowl in Kansas City, KS.

- KAMS and AMS students took part in the British Biology Olympiad with students achieving silver, bronze, highly commended, and commended awards. 13 students
- Electric Vehicle App & Design: Students: Lawson Ricke, Kyle Wasinger, Binyu Yan, and Haiti Schaffers, these students took part in multiple Kansas Electro Rally races across the state.
- KAMS senior Emma Cohn presented her research at the Annual Great Plains-Rocky Mountain Division of the Association of Geographers conference in Sioux Falls, SD.
- KAMS senior, Elijah Beauchamp, placed 2nd in Java Programming in the Kansas Business Professionals of America's competition. Elijah placed 8th for Java Programming and 10th place in Computer Programming Concepts at the National Business Professionals of America competition.
- KAMS seniors Hazel Frans and Elijah Beauchamp, along with AMS junior Seoyeon Kim took part in the Kansas Mathematical Association of America Conference. Elijah and Seoyeon competed at the conference and their team placed 5th.
- KAMS seniors, Hazel Frans and Tuley Gilliland were selected and have successfully participated as FHSU VIP Student Ambassadors for the President's Office.
- KAMS senior, Joshua Gage, received L-2 certification in high-level/advanced rocketry. AMS junior Seungyou Cho and Mufeng Shen, along with KAMS junior Hannah Caycedo achieved L-1 certification in high-level/advanced rocketry with their research with Dr. Paul Adams.
- 16 KAMS/AMS students took part in the fall 2024 KAMS/AMS Colorado Research Trip. The trip was led by Director Sherri Matlock and Dr. Jeanne Sumrall. The trip provided many opportunities for students to experience natural science, geography, mines, etc.
- 3 KAMS seniors were admitted to FHSU Honor's College: Eos Shapland, Hazel Frans, and Emma Cohn.
- AMS junior, Yue "Roger" Fan, was selected as Fort Hays State University 2024-25 VIP Ambassador for the President's Office.
- 3rd place. Other students also received awards and certificates of honors and distinction.

- KAMS seniors Tuley Gilliland and KAMS junior Bryce Steffan were part of the True Sustainable Energy – Business Plan & Project for the Peter Werth Entrepreneurship Challenge. Their team were the champions against UCONN.
- AMS students Yun Lan and Yueun Park, KAMS junior Kiel Harrison took part in the Hays Symphony Orchestra. Senior Yun Lan was selected to perform a flute solo for the Arias & Concertos concert.
- Dean’s Honor Roll
 - 11 KAMS and AMS seniors for the 2023 fall semester
 - 20 KAMS and AMS juniors for the 2023 fall semester
 - 11 KAMS and AMS seniors for the 2024 spring semester
 - 18 KAMS and AMS juniors for the 2024 spring semester

FHSU Online & Military-Connected Student Services

- ❖ **Goal:** Prioritize USDLA Quality Standards Certification at least once/month (recommendations, internal communications, etc.)
Status: New goal. Will use 5-year re-certification recommendations and annual progress report, which is submitted every fall
- ❖ **Goal:** 20% completion rate for online learning program, a component of Online Student Orientation
Status: New goal. In collaboration with TILT. July 1, 2024 target launch date

Health and Wellness Services

- ❖ **Goal** Develop programming to promote healthy behaviors on our campus.
Status: We offered a number of programs to campus, including:
 - Be Well Outreach events – mental health activities and displays
 - Updated Tiger Thrive online mental health programming
 - Offered 4 flu shot clinics to students, staff, and faculty
 - Tabled in the Memorial Union to educate students on services offered at Health and Wellness Services

Memorial Union

- ❖ **Goal:** Reimagine Student Service Center and Admin Office Student Employee Duties
Status: After observing gaps in job knowledge and customer service between the Student Service Center and Admin Office student employee roles at the Union, the position descriptions were re-written to be shared duties amongst a pool of student employees. Students are now cross trained on both areas and are scheduled to work throughout the week in both locations. Additionally, students were assigned individual projects to follow through on weekly, bi-weekly, or monthly, as needed. The result has been more consistent customer service,

greater knowledge of Union policies and scheduled activities, and more confidence in decision making. Due to the positive response, we will continue this blending of duties in the future.

Residential Life

- ❖ **Goal:** Develop a structured training for student staff before students arrive and monthly training session to continue to enhance their learning.

Status: Our Community Assistants (CAs) went through 11 days of training that incorporated important aspects of their position to be successful. During training CAs were able to identify goals for what they wanted the semester to look like, understand the importance of community building, pick up on signs of students in distress, etc. Each semester, our professional staff put on an CA in-service. These in-services focused on professional growth opportunities and critical issues such as resume development, oppression and cultural differences, mental health, and sexual assault.

- ❖ **Goal:** Enhance the overall GPA of our residents and promote a healthy learning environment.

Status: Our Community Assistants hosted several Community hour sessions throughout the year - scheduled times working in a common space on their studies or to create community. The Community Assistants would offer advice on schoolwork, social activities or everyday questions.

- Collectively, 1,065 community hours were held in our communities. This promotes healthy role modeling and encourages comfortable working atmospheres.
- The average GPA for Student Staff of Residential Life was 3.34.

Student Engagement

- ❖ **Goal:** To continue to create programs and initiative centered on growth for our students' development. Some of those include; growth in their understanding of social justice, 7 areas of wellness: physical, social, mental, occupational, financial, environmental, and spiritual, self-care, leadership, etc.

Status: This goal is assessed semesterly to determine programming for future semesters to address areas of need for the students. We evaluated our leadership events to ensure we were meeting the development needs of the students.

Commitment to Assessment and Accountability

The Division of Student Affairs will create and sustain organizational systems, processes, and a culture that facilitates evidenced-based decision-making, purposeful planning, and innovation that drives solutions. We will be intentional about establishing goals in alignment with the University and our profession. We will continually enhance our knowledge of assessment and evaluation practices. We will use research findings to advance the understanding of student issues and design best practice strategies to enhance success.

Early College Programs

- ❖ **Goal:** Early College Programs will use evidence-based decision making (through the use of data) to continually assess and enhance the student experience in both the Kansas Academy of Mathematics & Science and the Academy of Mathematics & Science.
- ❖ **Status:**
 - Each year, KAMS/AMS hires the Docking Institute to provide current seniors and parents an anonymous survey/evaluation. This is a rather large document that is saved within the KAMS drive. It provides a wealth of information and data about the program and many changes in the program have occurred due to the results of this survey/evaluation. Results of the survey/evaluation were provided in early June of 2024. Director Sherri Matlock has provided the Docking Institute results to Dr. Dennis King.
 - In addition to the Docking Institute survey/evaluation, we typically provide informal surveys to students about their experience in our program. These surveys focus on academic support, mental health support, direct KAMS/AMS staff support, residential life quality, and various other topics to help gain insight to what issues/barriers students may be facing. This information is then used to guide decisions about KAMS and AMS, in hopes of creating an even better overall experience for our students, parents, faculty, and staff that we work with on a daily basis.

FHSU Online & Military-Connected Student Services

- ❖ **Goal:** 20% response rate for the Online Student Government Association survey
Status: New goal. The survey will be administered each fall. We are committed to summarizing key findings and trends, sharing reports with the appropriate stakeholders, and leading university-wide change for a better online student experience at FHSU
- ❖ **Goal:** Receive 300 Online Student Orientation evaluations
Status: New goal. Will regularly assess the program, now housed in InSpace, as well as make updates as needed

Health and Wellness Services

- ❖ **Goal** Perform annual satisfaction survey covering counseling, medical and our front office.

Status: Completed annual satisfaction survey. Reviewing results to inform changes over the summer.

Memorial Union

- ❖ **Goal** Custodial/Set-Up Training Checklists

Status: For each area of cleaning, there was a corresponding checklist of tasks created. Custodial/Set Up students were trained to follow the tasks on the list to ensure that all duties in each assigned area were getting completed as assigned. A mid-year review with the Custodial Supervisors found there was a mixed response from student employees regarding the checklists and not all students were using the checklists consistently. Moving forward supervisors will use the check off lists for the first two weeks of a semester as a refresher for returning students, to use for new student onboarding the first month, and to allow any student who wants to use them daily to do so. Then reassess after the Fall 2024 semester.

Residential Life

- ❖ **Goal:** Successfully complete a variety of assessments in Residential Life for our students, student staff, and professional staff.

Status:

- TigerLink- Our Community Assistants used TigerLink this past year to assess their programs. Some of the data found in TigerLink includes the number of programs put on (planned & REC) attendance, cost, and benefit of each program.
- This year we continued a Baseline survey that is sent to all residents annually. The results we gather from this provide insights and student opinions on maintenance, custodial services, student staff, University Police, Chartwells, Community Directors, and much more. Also included on survey on Residential Life amenities which was separate from our overall survey.
- Internally perform assessments including exit interviews for our graduate students, CA talks each semester to hear ideas and issues from our student staff, and satisfaction surveys for student staff training, and professional staff training. Data collected from these tools will be used to help the department improve what we do and shape training for both student staff and professional staff. This will also ensure we offer valuable experiences for our graduate students.

Student Engagement

- ❖ **Goal:** To continue to assess the number of students involved in student organizations.
- Status:** Ongoing goal. We understand that students have multiple areas now attracting their attention and we need to evaluate how we market student organizations and the benefits of being engaged and involved.

Student Engagement

- ❖ **Goal:** To continue to assess the effectiveness of our programs and initiatives.
- Status:** This goes is assessed semesterly. Reviewing reviews of programs and debriefing after events to determine if or what needs to be changed to keep the program relevant and developmental for students.

Commitment to Civic and Community Engagement

The Division of Student Affairs will engage students and the community in mutually beneficial programs and activities designed to deepen students' sense of civic responsibility while encouraging self-reflection, exploration, and discovery.

Early College Programs

- ❖ **Goal:** ECP will provide KAMS and AMS students with numerous civic engagement opportunities.
- Status:**
 - This past year, ECP staff offered students various civic engagement opportunities. Numerous students participated in the "Big Event." In addition, many students were civically engaged through Custer Hall Council, Black Student Union, and other various clubs and organizations from our department and across campus.
 - We are regularly encouraging our students to participate in Tiger's-in-Service and other volunteer projects taking place here on campus and in the community of Hays. Much of this is done through publicizing events at large group gathering or through individual advising sessions. Volunteerism and civic engagement is something we hope to continue to grow within the program.

Health and Wellness Services

- ❖ **Goal** Help manage the financial needs of our students
- Status:** We continue to oversee the Student Emergency Fund in conjunction with SGA. This fund allows faculty and staff to refer students who need additional support due to financial or family emergency situations.

Memorial Union

❖ Goal Memorial Union Rededication

Status: This year was the 65th anniversary of the original dedication of the Memorial Union in the honor of FHSU students who made the ultimate sacrifice in military service. Unfortunately, there were two additional names of fallen Tigers to be added to the memorial, therefore a ceremony was held in November 2023 as part of Veterans Day observances to rededicate the memorial and to honor those individuals. Additionally, we partnered with the Institute for New Media and Military Services from FHSU Online to create a touchscreen digital memorial that honors the fallen Tigers as well as highlights FHSU's military connections.

Residential Life

❖ Goal: Provide meaningful opportunities for civic and community engagement in the community they live, the broader University community and the community of Hays.

Status: Community Directors (CD) offer at least one program for the entire community each semester, Community Councils (student lead) are encouraged to offer at least two programs a semester and Community Assistants are all required to plan and host at least seven programs per semester.

- Hosted 333 programs with 5,836 total attendees.
- 96% of students who attended a program were satisfied or very satisfied with the organization of programming and activities by their Community Assistant.
- 92% of students who attended a program reported being satisfied or very satisfied with the quality of the programs offered.
- One component of the Community Assistant programming is RECC (Residents Engaging in Campus Community) programming where CAs support programming and events happening all over campus by organizing groups of students to travel and attend these events together.
 - Hosted 176 RECC programs with 611 students attending.
- In support of the Hays community, Residential Life hosts a Mystery Bus in the Fall semester where students can sign up to go to an evening event at a local business.
 - Had about 100 students participated in the Mystery Buses.

Student Engagement

❖ Goal: To continue to refine and create civic engagement opportunities through our programs and initiatives. Some examples of this; The Big Event, Mountain Movers, Alternative Spring Break, and more.

Status: This goal is ongoing. We will continue to see opportunities for our students to participate in service-learning opportunities. This past year, we had 39 students attend Mountain Movers, which is more than double the number of participants from the previous year. We also hosted Alternative Spring Break this spring for the first time since 2020. We will continue to seek partnerships for civic

engagement opportunities throughout the year by partnering with student organizations and departments.

Commitment to Global Understanding and Engagement

The Division of Student Affairs will create inclusive environments, intentionally foster a greater understanding and appreciation of diversity, and structure opportunities to prepare students to meet the challenges of an increasingly interconnected world.

Early College Programs

- ❖ **Goal:** Engage and encourage involvement in activities/programs/experiences that develop cultural competency.

Status:

- Early College Program did not travel to Georgia this past year. We sponsored a table and one of LEAF's staff members sat at the table and talked about the AMS program. We are determining if we continue this relationship. LEAF has consistently mentioned having a summer institute would benefit their potential students.
- AMS staff provided four summer meetings with rising juniors and seniors from China and South Korea. These sessions were to help familiarize students with processes and life here at FHSU, discuss KAMS/AMS classes, etc.
- In the fall of 2023, we provided a research trip that focused on the natural resources in Colorado. A total of 16 KAMS and AMS students participated in the research trip led by Dr. J Sumrall.
- Lastly, we had numerous international students participate in on-campus activities events aimed at increasing cultural awareness of student demographics found here at FHSU. We hosted our own Lunar New Year and Chinese New Year.

Health and Wellness Services

- ❖ **Goal** Develop resources that help improve the health of our international students.

Status: Attended international student seminar class to educate students on the mental and physical health options available on campus. Also reviewed the U.S. health insurance system and covered the costs for seeking medical services.

Residential Life

- ❖ **Goal:** Intentionally create and foster partnerships with other departments to offer opportunities for on-campus residents to increase their acceptance and understanding of other students and cultures.

Status: During training for both our professional staff and Community Assistants we welcomed members of other departments to increase awareness and knowledge of diversity and inclusion. Some of our presenters included:

- Carol Solko-Olliff from International Student Services
 - CA's learn tips and tricks when interacting with our international students for the first time here at FHSU.
- Brett Meyer from Center for Student Success
 - Presented on a program workshop, with a focus on working with others.
- Amy Schaffer from Title IX & Compliance Assist
 - Presented on Sexual Harassment, bullying, sexual assault, etc.
- Gina Smith from Health & Wellness presented on how to have difficult conversations with our student staff.
 - From the CA survey results over 88% of our student staff felt prepared to talk with students about difficult conversations.

Student Engagement

- ❖ **Goal:** Create programs that are inviting for all our student population that also provide information and activities about social justice issues and diversity.

Status: Ongoing, we will work to partner with Student Organizations to provide education to the entire student population. Moving forward, the office will support student organizations hosting these events but will not host them ourselves.

Commitment to Partnerships

The Division of Student Affairs will identify and develop cross-divisional, interdisciplinary, and community initiatives with the greatest potential to strengthen our role as an engaged partner.

Admissions

- ❖ **Goal:** Strengthen our partnership with the VU Scholarship Program.
Outcome - FHSU is a partner with this scholarship program at a new level. With a digital recruitment footprint and guaranteed scholarships for high school students across the state. The VU program continues to grow and this partnership will help us recruit and strengthen partnerships with participating high schools.
Status: We will continue to evaluate this partnership with are new level of commitment in December of 2024.

Early College Programs

- ❖ **Goal:** Establish and maintain multiple cross-divisional and cross-campus partnerships for the benefit of our students and department.
Status:
 - In conjunction with the Fischli Wills Center for Student Success (FWCSS), Early College Programs continues to support a full-time mental health counselor focused on the wellbeing of our students. This position has been housed both in Custer Hall and the Fischli Wills Center for Student Success (FWCSS). It was determined this spring (2024) that the Mental Health portion of the position will remain at FWCSS. The counselor will have a shared office space in Custer Hall for planning, success coaching, and assisting the Ambassadors with their teams. Moving this position's office back to the student success center will provide students with more confidentiality and anonymity, which is something that will hopefully increase students seeking out support of our full-time counselor.
 - Working with FHSU faculty members from numerous and varying academic departments across campus, we created opportunities for faculty members to present research information to our juniors during our fall Junior Research Seminar course.
 - Working with the Werth College of Science, Technology, and Mathematics, KAMS/ AMS partially supports a faculty position that teaches Early College Program students the foundations of academic research. This position also serves as a guide and coach to students as they explore research opportunities at FHSU.
 - Annually, ECP works closely with the FHSU International Student Services Office to ensure that our AMS students receive the correct and legal documentation needed to enter the United States. ISSO and ECP staff also collaborate throughout the year to put on a variety of cultural

activities.

- The Office of Global Partnerships provided great collaboration in early fall of 2023 and the spring of 2024, when their office personnel connected ECP with staff members from Lincoln Management Consultants, which is a Taiwanese agency.
- As mentioned above, our partnership with local high school, TMP-M continues to be strong and advantageous for both parties involved. In the past few years, the partnership has TMP-M High School, by allowing qualified TMP-M international students to live in Custer Hall, here on campus. Although there are always areas that can be improved, the first year of the “Custer Hall TMP Boarding Program” was a success. All parties involved will continue to fine-tune and improve the TMP boarding processes and overall experience for students who participate. primarily focused on the housing of AMS at FHSU student transcripts. This past year, we expanded our partnership with TMP-M High School, by allowing qualified TMP-M international students to live in Custer Hall, here on campus. Although there are always areas that can be improved, the first year of the “Custer Hall TMP Boarding Program” was a success. All parties involved will continue to fine-tune and improve the TMP boarding processes and overall experience for students who participate.

FHSU Online & Military-Connected Student Services

- ❖ **Goal:** 2% increase in Kansas technical/community college enrollments
Status: New goal. Part of the Northwest KS Tech/North Central KS Tech affiliation and FHSU Online’s technical/community college initiative

Financial Assistance Office

- ❖ **Goal:** Create a thank you note collection process with the FHSU Foundation.
Status: The Financial Assistance office has worked in tandem with the FHSU Foundation to implement a seamless thank you note collection process to aid in donor relations, therefore increasing continued giving to FHSU students. Working with the IT department we were able to fully automate a submission and review process to allow students to write then upload thank you notes that are required to receive certain scholarships. After submission, thank you notes are reviewed by Foundation staff and then sent to donors. This has been a wish for many years and with continuous focus on implementation we were able to make the dream a reality and have strengthened our partnerships with the Foundation and many donors.

Health and Wellness Services

- ❖ **Goal:** Develop partnerships with both on campus and community resources that help improve the health of our students.
Status: Worked with community partners to form more efficient partner/student interactions. Allowing our community partners and students to better understand how to work with one another. Also worked with Residential Life to provide NARCAN to Community Assistants and for the on-call bag to better prepare staff for a possible opioid overdose.

Memorial Union

- ❖ **Goal** Host Wayne Reynolds Kansas Union Directors Meeting
Status: Each summer, the staff from student unions and related areas at the KBOR institution and Washburn meet for a day of networking and professional development. This year was FHSU's opportunity to host colleagues from across the state. In partnership with Student Engagement and the Union Catering Company, 80 individuals attended the event, which included meetings by functional areas, tours of the facility, highlights of unique services and partnerships at FHSU, and other professional development activities.

Residential Life

- ❖ **Goal:** Community Assistants will encourage resident to attend campus partners' programs.
Status: Community Assistants provided opportunities to travel together to over 175 campus programs.
 - Over 600 students participated in these programs. Campus partner programs that we supported were: Student engagement, Greek life, BSU, Library, GSA, Career Services, Health Center, Wellness Center, and downtown Hays.
- ❖ **Goal:** Work with a variety of off-campus vendors to provide additional services and opportunities to our residents.
Status:
 - OCM- Mail out brochures to our students offering, for purchase, bedding and linen packages specific to our bed size.
 - SWAKU - Mail out brochures to parents offering a variety of care packages that can be purchased for their students to be delivered throughout the year.
 - SWANK - This is our streaming movie channel that our on-campus residents have the opportunity to use. There are over 600 movies on this channel. Our students utilize this streaming service at more than double the rates of other schools that are comparable in size.
 - Caldwell & Gregory - maintains the Residential Life laundry facilities. Once an issue is reported a work order is submitted.

Student Engagement

- ❖ **Goal:** Continue to increase partnerships with other departments and student organizations when creating and facilitating events.
Status: Ongoing. This past year we hosted a variety of events with multiple entities across the campus. This is vital to pull together resources and to increase engagement at larger events.

- ❖ **Goal:** Continue to create the Collaborative Engagement Events calendar in partnership with student affairs offices across campus.
Status: Ongoing. This past year we had calendars created and sent out both in the fall and spring semester. We will continue this in future years and see how we can make it more effective for all involved.

Commitment to Lifelong Learning

Through continuing staff development opportunities, the Division of Student Affairs will enhance the skills and talents of our staff. We will actively engage in the scholarship of our discipline and the application of that knowledge to FHSU. We are dedicated to recruiting, retaining, and nurturing talent at all levels and strive to be the best at what we do.

Early College Programs

- ❖ **Goal:** Early College Programs staff members will be required to attend at least one professional development activity/conference every three years. Certain staff members, including the Director and Assistant Director, are encouraged to attend at least one professional activity a year in order to be current in their field. This is an ongoing departmental goal from year-to-year, as it helps enhance the knowledge and skills to make our work more efficient and sustainable.
Status: As noted in Campus Labs, all ECP staff members participated in some form of professional development during the 2023-2024 academic year. Please refer to Campus Labs for specific details about sessions, conferences, etc. attended this past year.

FHSU Online & Military-Connected Student Services

- ❖ **Goal:** Hold two team professional development days each academic year
Status: Ongoing.

- ❖ **Goal:** Each professional staff member to attend at least one professional development event every fiscal year.

Status: Ongoing. Professional staff are expected to research relevant opportunities (in-person and virtual) and share findings and ideas with the team upon returning

Health and Wellness Services

- ❖ **Goal** Develop information and presentations about health-related topics that are available to both past and present students as well as community members.
Status: Health and Wellness Services hosted programs and informational sessions for students, faculty, staff, and community members throughout the year.

Residential Life

- ❖ **Goal:** Recruiting for our student staff positions.
Status: This past year we had over 75 applications for our Community Assistant positions for the Fall of 2024. We have 26 out of 38 Community Assistants applying and be hired to come back for Fall 2024.

- ❖ **Goal:** Professional staff are encouraged to attend professional development opportunities.
Status:
 - This past academic year 7 professional Staff members attended the Upper Midwest Region (UMR) in Coralville, Iowa.
 - 1 Professional Staff member attended the StarRez annual conference in Baltimore, Maryland.
 - 1 Professional Staff member attended the AUCHO-I housing conference in Portland, Oregon.
 - The Professional Growth committee provided a bi-weekly discussion article during Professional Staff meetings to discuss and provide a form of professional development.
 - 5 Pro staff members attended Safe zone training on FHSU campus.

Student Engagement

- ❖ **Goal:** Our staff and student staff will continue to attend seminars and conferences to improve our skills.
Status: Ongoing. Our professional staff each attended conference or professional development training provided by the MDC this past year to continue to grow and learn about our profession. We also take time as a team to look at best practices, what events have been successful at other universities and ways we can cultivate an environment of constant growth.

Commitment to Efficiencies and Technology

In alignment with the University's focus on affordability, the Division of Student Affairs will actively seek to improve efficiencies and utilize employee-driven teams to evaluate and design how work is accomplished. We will actively explore and adopt innovative ways to use technology to improve the delivery of programs and services. We will be good stewards of our resources.

Admissions

- ❖ **Goal:** Create more efficient training within our team, led by our new digital recruitment counselor position.
Outcome: Our staff have had multiple small group trainings from our digital counselor with our Hubspot CRM.
Status: Training continues to occur, and the implementation of more efficient digital tools has enabled our counselors to better utilize their time.

Early College Programs

- ❖ **Goal:** ECP staff will research, evaluate, and utilize technologies that help in accomplishing our departmental and university goals.
Status:
 - ECP staff regularly utilizes a variety of technologies that helps increase departmental efficiencies. For example, Zoom, WeChat, Microsoft 10 Teams, Workday, WhatsApp, and many other online and social media platforms were utilized this past year. We are adding Smartsheets for this next year. All of these technologies played a role in recruitment, marketing, retention, financial aid, advising, communication, and student support.

FHSU Online & Military-Connected Student Services

- ❖ **Goal:** Finish Workday/HubSpot integration
Status: Mostly complete; "Maintenance" in Wryke
- ❖ **Goal:** Add three new Smartsheet tools (form, dashboard, etc.)
Status: New goal.

Financial Assistance Office

- ❖ **Goal:** Develop a thank you note process for Foundation donors utilizing Workday functionality.
Status: The thank you note process has been fully implemented for award year 2023-2024.

Health and Wellness Services

- ❖ **Goal:** Review options for secure online appointments
Status: Cancelled the payment for HIPAA compliant ZOOM license. TEAMS is already HIPAA compliant and there is no additional charge for this option.

Memorial Union

- ❖ **Goal:** Audiovisual Updates
Status: Ongoing – This goal is to collaborate with Technology Services to updated teleconference and other audiovisual equipment in Memorial Union and Fischli-Wills Center for Student Success meeting rooms. So far, the Smoky Hill Room has been upgraded from a web camp to an all in one video bar. Video bars were also obtained that can be placed in other meeting and event spaces as needed. Equipment has been ordered to update Cody Commons and there is still some equipment on hand to be installed in meeting spaces during 2024-2025.

Memorial Union

- ❖ **Goal:** New Point of Sale System in Victor E. Apparel & Gift Co.
Status: After completing an RFP in spring 2023 to select a new point of sale vendor, work was done in late fall 2023 and spring 2024 to implement a new point of sale system in Victor E. Apparel & Gift Co. This transition will provide better customer service in store and online as well as more detailed financial and inventory reports to assist in assessment and goal setting for growth of the store.

Residential Life

- ❖ **Goal:** Committee to improving the dissemination of information, security, and efficiencies through the use of innovative technology
Status:
 - Bi-weekly newsletter to help communicate upcoming events and changes within the department and individual buildings.
 - Enhanced our Social Media committee to better utilize social media apps and postings to inform students of upcoming deadlines, events, and program opportunities.
 - Summer Newsletter series that is targeted to new incoming students with information about living on campus, how to get involved, and move-in.
 - Migrated our StarRez housing software from being locally hosted on FHSU servers to being Cloud host by StarRez Inc. This change provided access to new enhancements and more regular upgrades to the software.

Student Engagement

- ❖ **Goal:** To continue to refine and reinvent the way we create programs and initiatives to be fiscally responsible.
Status: Ongoing. This past year, we evaluated our budget to maximize it for the benefit of our students and office to push programs that will provide students with a learning experience or used as a retention tool.

Fort Hays State University- Division of Student Affairs Learning Outcomes

By working with the various departments within the Division of Student Affairs,
Fort Hays State University students will:

- ❖ Develop their skills to communicate effectively
- ❖ Demonstrate intellectual growth
- ❖ Demonstrate continuing emergence of intrapersonal development
- ❖ Engage in healthy behaviors
- ❖ Develop meaningful interpersonal relationships
- ❖ Engage in matters of local, regional, and global social & civic responsibility
- ❖ Appreciate diversity

Effective Communication

Examples of achievement: writes and speaks coherently and effectively; writes and speaks after reflection; able to influence others through writing, speaking or artistic expression; effectively articulates abstract ideas; uses appropriate syntax; makes presentations or gives performances.

Admissions

- ❖ This is a continued learning outcome that we concentrate on during our professional development days.
Learning outcome – Train our new staff members, while mentoring our returning staff into better presenters.
Counselors will present and receive constructive criticism regarding their presentations.
Administrative staff will provide training in order for staff members to perfect the art of positive persuasion.

Career Services

Demonstrate interpersonal communication and collaborative skills.				
Strategy #1	Success Metric	Process/Outcome Metric	Department	Reporting Notes
Career Ready Competency: Oral Communication	Mock Interview Participation	Process Metric- Track number of student participants in f2f and online mock interview events	Career Services	Student Participation reports pulled from Handshake each semester
	Mock Interview Rubric Results	Outcome Metric- 3-year comparison of rubric outcomes (longitudinal study)	Career Services	Reports will be pulled at the end of each academic year from Aeifs
<p>During Fall 2023, 49 students participated in fall mock interviews. Rubric data for these students indicated a mean mock interview score of 203 out of 240 (85% out of 100%); a median score of 207 out of 240 (86% out of 100%); and a mode score of 230 out of 240. (96% out of 100%).</p> <p>In Spring 2024, 36 students participated in mock interviews. Rubric data for these students indicated a mean mock interview score of 210 out of 240 (88% out of 100%); a median score of 225 out of 240 (94% out of 100%); and a mode score of 230 out of 240. (96% out of 100%).</p>				
Strategy #2	Success Metric	Process/Outcome Metric	Department	Reporting Notes
Career Ready Competency: Written Communication	Resume Review Participation	Process Metric- Track number of student resume review participants	Career Services	Student Participation reports pulled from Handshake each semester
	Resume Review Rubric Results	Outcome Metric- 3-year comparison of rubric outcomes (longitudinal study)	Career Services	Reports will be pulled at the end of each academic year from Aeifs

Fall 2023

Career Services assisted 326 students with resume reviews. Analyzing resume rubric data of 326 students indicated a mean (average) resume rubric score of 142 out of 180 (79% out of 100%); a median score (middle value) of 140 out of 180 (78% out of 100%); and a mode score (most repeated) of 160 out of 180. (89% out of 100%).

Spring 2024

Career Services assisted 219 students with resume reviews. Analyzing resume rubric data of 326 students indicated a mean (average) resume rubric score of 136 out of 180 (76% out of 100%); a median score (middle value) of 140 out of 180 (78% out of 100%); and a mode score (most repeated) of 140 out of 180. (78% out of 100%).

Health and Wellness Services

- ❖ **Goal:** Provide at least one outreach activity focused on improving intrapersonal development.

Status: Continued to offer Tigers Without Limits, a support group for Tigers who identify as neurodivergent, Circles of Support, a collaboration with FHSU Online to offer virtual support groups for online students, and Yoga & Mindfulness. ECP also hosted outreach sessions with their Weekly Wellness Activities.

Residential Life

- ❖ As a result of participating in student staff training for our Residential Life employees, students will be able to explain our conduct sanctioning, purpose of Residential Life, campus resources, and other aspects of their job.
 - All student staff were able to identify 2 aspects they learned through training.
 - Our Community Assistants felt prepared for Move-in during this school year after Community Assistant training. 98% of our Community Assistants said that they were prepared for move-in after going through training.
- ❖ By sending out newsletters to our students, they will have a better understanding of what activities are occurring around campus and will be more aware of cultural differences.
 - Our Professional Staff sent newsletters to students about campus resources and upcoming events. Residential Life had over 600 residents attend events that campus partners hosted through our (RECC) programs.

Student Engagement

- ❖ Several programs created by the Student Engagement office provide a space for students to develop their teamwork and communication skills to be able to effectively communicate with others.

Intellectual Growth

Examples of achievement: produces personal and educational goal statements; employs critical thinking in problem solving; uses complex information from a variety of sources including personal experience and observation to form a decision or opinion; obtains a degree; applies previously understood information and concepts to a new situation or setting; expresses appreciation for literature, the fine arts, mathematics, sciences, and social sciences.

Health and Wellness Services

- ❖ **Goal:** Provide at least one outreach activity focused on improving intellectual development about a health-related topic.
Status: Dr. Curtis and Dave Bollig presented to Anthony Fox's Consumer Health class. The presentation focused on the importance of health insurance in the U.S. healthcare system.

Residential Life

- ❖ As result of participating in Professional Staff training, our full-time staff will have the knowledge to help them fulfill their position duties.
- ❖ Professional training for our full-time staff encompasses 8-days with the goal of teaching them job fundamentals, including, advising, crisis management, and conduct management among other skills.
- ❖ As a result of our Community Assistant participating in behind closed doors (a training session to prepare for crisis, involving both emotional, & physical situations) they will be able to appropriately address on call situations.
 - 98% of our CA's felt prepared to address on call situations.

Student Engagement

- ❖ This past year, we had programs and initiatives that allowed students to be creative, challenge their critical thinking, and problem-solving skills through a variety of leadership training and events.

Intrapersonal Development

Examples of achievement: shows self-respect and respect for others; initiates actions toward achievement of goals; takes reasonable risks; functions without need for constant reassurance from others; integrates multiple aspects of identity into a coherent whole; identifies and commits to important aspects of self; incorporates ethical reasoning into action; acts in congruence with personal values and beliefs; exemplifies dependability, honesty, and trustworthiness; accepts personal accountability.

Admissions

- ❖ Outcome - Provide opportunities for growth by challenging our staff to hold themselves accountable toward their continuous efforts to keep every student profile up-to-date.

A weekly Hubspot report is generated, outlining their tasks of completion in an effort to produce growth in their recruitment areas.

Health and Wellness Services

❖ **Goal:** Provide at least one outreach activity focused on improving intrapersonal development.

Status: Health and Wellness Services has provided a variety of trainings, groups, presentations and events during this year.

- Suicide Risk Management course.
- Performed a Healthy Minds study for the campus population to guide service delivery.
- SMART Recovery for individuals, and family and friends
- “Can we Just Talk” support group was formed.

Memorial Union

❖ **Goal:** Building Manager will be able to find and complete building closing procedures. Will be self-assessed by ability to recall information without guide and assessed by open person report of closing procedures.

Status: Four of five new Building Managers for fall 2024/2025 did a closing round walk through prior to closing themselves. Four of the five found this task easier once they were shown by staff who have already achieved successful completion of this task. The fifth BM was given the sheet with the closing directions. The fifth BM required more direction in this task over the course of several months. Follow up emails were sent regarding doors that were missed when locking for the night. This was reported after the first three weeks of Building Manager closing shifts. Moving forward BMs will be trained by a walk through by a successful candidate prior to completing their own closing.

❖ **Goal:** Building Manager will be able to identify which spaces are used for events, storage, and tenant spaces in the Memorial Union and Fischli Wills Center for Student Success. This will be achieved by a walking tour with maps provided for notes and references.

Status: This will be assessed during daily work task completion. Feedback from three of the five BM team was that the maps to make notes on and use as references were helpful. Two BMs did not give feedback. Will continue to provide the maps for walking tours in future training of new staff.

❖ **Goal:** Building Manager will be able to find and complete building opening procedures. Will be self-assessed by ability to recall information without guide.

Status: All five new Building Managers for fall 2024/2025 did a closing round walk through with a staff member who had already completed these tasks successfully and then completed a closing on their own. Following this they were given the opening procedure guide prior to opening themselves. Four of the five found this task easier since they had completed a guided then self-guided closing. They stated it was easier to follow the opening guide after

having closed. The fifth BM required more direction in this task over the course of several months. Follow up emails were sent regarding doors that were missed when unlocking for the day. This was reported after the first two months of Building Manager opening shifts. Moving forward, closing training will be completed prior to opening training. An opening supervised training with staff will no longer be utilized.

Residential Life

- ❖ As a result of participating in our Community Council retreats, students will be able to utilize content in their leadership roles in the halls.
 - Community Council retreats were performed by each individual Community Director for their specific team. These retreats were the week of September 12th – 16th 2022. Students were able to learn how to run meetings, put on programs, and be a voice for their community.

Student Engagement

- ❖ Most of our events involve getting students connected with one another and, for some, providing a space to explore outside of their comfort zone to personally grow and develop.

Healthy Behaviors

Examples of achievement: chooses behaviors and environments that promote health and reduce risk; articulates the relationship between health and wellness and accomplishing life-long goals; exhibits behaviors that advance a healthy community.

Health and Wellness Services

- ❖ **Goal:** Develop at least one process that promotes health and wellness of FHSU students and helps them gain access to resources to accomplish improved healthy behaviors.
Status: Updated Tiger Thrive with additional content to help students.

Residential Life

- ❖ As a result, in participating in our health & wellness programs, students will have a better understanding of the importance of self-care.
 - Residential Life has put on over 10 planned programs that have address the mental and physical health of students. Programs that were put on were: Donut Stress, Potting, Grab & Go's, Puzzles & Coloring, Can We Just Talk, Cocoa & Cram, Study Sessions, Gratitude and how to be thankful, etc. . These planned programs had over 200 students attend them.
 - There were also over 20 Bulletin boards that featured Healthy Behaviors.

Student Engagement

- ❖ Partner with wellness programs to create self-care and supportive experiences.

Meaningful Interpersonal Relationships

Examples of achievement: develops and maintains satisfying interpersonal relationships; establishes mutually rewarding relationships with friends and colleagues; listens to and considers others' points of view; treats others with respect.

Admissions

- ❖ Outcome: Time will be allotted at targeted PHD meetings for staff to share a personal moment. Something meaningful to them. Two examples from our Energy Bus momentum are motivational Monday's and funny Friday's.

Health and Wellness Services

- ❖ **Goal:** Provide at least one outreach activity focused on improving intrapersonal development.
Status: Worked with campus partners to present on building healthy habits, and intellectual health for the Well Tiges program.

Residential Life

- ❖ As a result of living on campus, students are better able to develop positive personal interactions and interpersonal relationship skills with their roommates and community members.
 - Residence halls offer a variety of welcoming spaces for students to interact with each other and convene as groups. These spaces include community kitchens, study rooms, community lounges and game rooms.
 - Based on our Residential Life Annual Student Survey data:
 - 92% of students felt their ability to meet other people was enhanced by living on campus.
 - 93% of students felt living on campus enhanced their ability to resolve conflict.
 - 89% of students felt living on campus allowed them to make meaningful connections with other residents.

Social and Civic Responsibility

Examples of achievement: understands and participates in relevant governance systems; understands, abides by, and participates in the development, maintenance, and/or orderly change of community, social and legal standards or norms; appropriately challenges the unfair, unjust, or uncivil behavior of other individuals or groups; participates in service/volunteer activities.

Health and Wellness Services

- ❖ **Goal** Develop a training to better help FHSU students understand different aspects of mental health and/or stigmatized populations
Status: Continued Tigers Without Limits. It is a social support group for students who identify as being Neurodivergent. Those that have Autism are well suited for this group as it creates opportunities to:
 - Share information about student support services at FHSU.
 - Gain feedback from the group on support services on campus.
 - Build environments that foster friendships.
 - Be a safe space for members to share special interests.
 - Expand member information on a variety of daily living skills including social skills, empathy skills, classroom etiquette, living independently, etc.

Residential Life

- ❖ Students living on campus have the opportunity to participate in several levels of governance systems, exhibit leadership, learn about and actively participate in challenging social injustice.
 - Students living on campus are provided with policies and community standards focused on creating an inclusive and fair community. Students in leadership roles are asked to enforce compliance with these policies. Additionally, all students have the opportunity to participate in community councils, and the Residence Hall Association. These groups offer opportunities to change and challenge policies and community standards.
 - A variety of programming is also hosted throughout the year to encourage students to learn about laws, issues, and social injustice as well as offering the opportunity to engage in creating change. A few of these programs include:
 - Several programs that revolved around alcohol, drugs, and laws of what happens when you get it. Educational impaired Mario cart, pong tournament, bulletin boards on consent, etc.
 - Several programs around cultural differences, which ties to social injustice. Programs are- Cultural Movie nights, Diversity Donuts, Diversity Dance, etc.
 - Programs also on women empowerment that talked about current issue and how to change your oil.

Student Engagement

- ❖ Continue to encourage all student organizations to get their service hours each year, host service-learning events, and collaborate with departments and organizations to elevate existing programs.

Appreciate Diversity

Understands ones' own identity and culture. Seeks involvement with people different from oneself; Seeks involvement in diverse interests; articulates the advantages and challenges of a diverse society; Challenges appropriately abusive use of stereotypes by others; understands the impact of diversity on one's own society

Health and Wellness Services

- ❖ **Goal** Provide at least one service that is focused on diversity and engaging others with identities and/or cultures.

Status: Performed Disability Awareness week activities. Including tabling in the Memorial Union, Sensory Bottle Making, and Can We Just Talk: Disability Awareness.

Residential Life

- ❖ As a result, in participating in our diversity educational programs, students will have a better understanding for the respect of others.
 - Residential Life put on and guided residents to over 25 programs that have addressed cultural differences. These programs revolved around Hispanic Heritage month, Black history month, and other areas that tie into culture.
 - 95% of students agree that living on campus has helped their experience to interact with residents who are different from them (IE, race, gender, beliefs)
 - 95% of students say while living in the halls they have felt accepted by other students.

Student Engagement

- ❖ Continue to develop a sense of belonging among all our students at our events and the FWCSS space.