Division of Student Affairs Annual Report

On behalf of the Division of Student Affairs, I am pleased to present the 2013-2014 Division Annual Report. This Report demonstrates the wide array of services, programs, and assistance provided to students, faculty/staff, the Missouri Western campus community, and the St. Joseph community through our Student Affairs professionals’ diligent work. The Annual Report will be used to tell our story and:

- celebrate and communicate activities, challenges, and accomplishments during the past year
- educate the campus community, community leaders and other influential decision-makers about our work on important issues
- inform others on the role of Student Affairs in the overall development and education of students
- serve as a historical record of our progress

Missouri Western’s Division of Student Affairs exists to support students as they discover their strengths and enhance their talents. While at Missouri Western, students will be provided the opportunity to learn about themselves, to explore different majors and career paths, and to discover their values and motivations—both inside and outside of the classroom.

Student Affairs is committed to guiding students as they develop the values of civility, respect and character, while also fostering self-awareness, global citizenship and social responsibility. We seek to instill these values to enhance academic success and promote the growth of leaders through divisional programs, services, and individual mentoring. These opportunities provide students a view of varying personalities, perspectives and experiences—and teach them how to navigate a diverse community. While higher education helps to create increased career opportunities, it is also a time for students to grow, by taking these new exposures and applying them to the foundation family members and prior experiences helped to build.

It is with great pride that I celebrate and share the enclosed activities, challenges, and accomplishments of the past year with the Missouri Western State University community. The Student Affairs Division’s ability to make positive contributions to the University’s mission and success, as well as our accomplishments in helping to develop students’ lives are the reasons why we work in higher education.

Sincerely,

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Vice President for Student Affairs
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Student Affairs—THANK YOU
Student Affairs is committed to guiding students as they develop the values of civility, respect and character, while also fostering self-awareness, global citizenship and social responsibility.

We seek to instill these values to enhance academic success and promote the growth of leaders through divisional programs, services, and individual mentoring.
Student Affairs and the Missouri Western State University Strategic Plan / Academic Quality Improvement Program

The Student Affairs Division is highly involved in the current Missouri Western Strategic Plan: Achieving Excellence, Transforming Lives. The Strategic Plan is linked to AQIP (the Academic Quality Improvement Program). Examples of the Goals and Action Items we are addressing include:

Goal 1: Enhancing the Educational Experience

Objective 1: Increase student persistence to graduation

Action Item 2: Increase the percentage of Missouri Western students who return to their institution for their third consecutive fall semester after their second consecutive fall semester.

- Implement the Sophomore Jump Program—The Second Year Student Assessment has been implemented and a communication plan developed to share information with appropriate units on campus. This instrument provides information to staff including “I want help in choosing a major,” or “I would like assistance with study skills,” “I have financial concerns,” etc. The Second Year to Graduation College Completion Team is overseeing this project. Students were contacted who had not enrolled as of the summer for the fall semester and information provided for them if they had issues preventing them from enrolling.

- Provide face-to-face and online resources focused on assisting students in selecting a major/minor—The Student Success Center and the Center for Career Development both have resources available to work with students to connect them with majors/careers/academic departments. Websites were updated and enhanced plans are aiding in this goal. Assessments are available online for students to take that provide suggestions to them on possible majors.

Goal 2: Preparing Graduates for Careers, Graduate Studies and Life Opportunities

Objective 1: Increase Western’s global engagement

Action Item 1: Increase the number of international students attending Missouri Western as well as faculty and student international exchanges.

The number of international students has risen from 7 in the Fall of 2008 to 87 in the Spring of 2014 with additional students anticipated for the Fall of 2014. A variety of activities have supported the growth of international students at Missouri Western. International recruitment trips took place, websites were updated and exchange programs were enhanced.

Action Item 2: Increase student interactions with students from other countries and cultures.

International Student Services had a variety of events that encouraged student interaction including an International Student Fair that brought not only students together, but faculty, staff and community members. The end-of-year International student banquet again provided the opportunity for many non-international students to join in the festivities. Other events such as the International Lecture Series, the Ping-Pong tournament and the One World Soccer tournament were times where students from around the world and the United States and Missouri joined together.

Objective 3: Develop processes that will enhance student career information and access to graduate study, employment and life opportunities
Action Item 2: By the last semester of study, MWSU students will have the opportunities to attend career fairs, explore graduate study options and consider additional options for life-long learning. Career Fairs take place during both the Fall and Spring semesters. Students are prepared for these fairs by receiving assistance in resume writing from the Career Development Center (CDC), utilizing the “Clothes Closet” sponsored by the CDC if they need business attire and in practicing interviewing techniques. Both Twitter and Facebook are used to disseminate information regarding these opportunities. In addition, businesses can recruit potential employees by setting up tables in University buildings including the Blum Union. Graduate programs also participate in the career fairs.

Goal 3: Increasing and Managing Resources

Objective 1: Increase and Manage Human Resources

Action Item 2: Strengthen Wellness Initiatives

- Four hundred (400) students attended the Student Health Fair on October 15, 2013. There were approximately 40 booths along with the health screening tables of blood work, blood pressure, height/weight, etc. Various community groups came out to have a table including a local dentist, local eye doctor, trauma team, highway patrol, etc. The HyVee Nutritionist Sherri Caldwell was on hand to meet with the students that came to the event. She talked with them as well as gave out nutritional information, fruit and water bottles for the students.

- During the 2013-14 school year there has been an increase in the number of opportunities for participation in intramurals. There was an overall increase of participants from 2,023 in 2012-13 to 2,222 in 2013-14. This represents nearly a 10 percent increase in actual student participation during this past school year.

- Fitness classes for the students increased from 587 participants to 988 participant—an increase of about 68%. This included participation in 3 Pilates Classes, 3 Yoga Classes, 2 Zumba Classes, 2 Piyo Classes and 1 Circuit Training Class. Two additional fitness classes (Ultimate Frisbee and a Men’s Sand Volleyball Tournament) were added which increased these by 59 participants.

The Academic Quality Improvement Program (AQIP)

The Academic Quality Improvement program (AQIP) is one of several pathways leading to reaffirmation of accreditation with the Higher Learning Commission. It is premised on principles of continuous quality improvement, and its various processes and requirements are designed to assist us in achieving quality improvement, along with reaffirming Missouri Western’s accredited status with the Higher Learning Commission once every AQIP cycle. The Goals and Objectives of the Strategic Plan are linked to AQIP.

Participation in AQIP allows Western to shape the direction of institutional accreditation, to gauge the success of its integration of AQIP into strategic planning implementation and to demonstrate it meets accreditation standards and expectations. The Systems Portfolio provides Missouri Western with a credible accountability report for our constituencies interested in institutional performance.

Student Affairs plays an integral role in this process. The Vice President for Student Affairs and the Associate Vice President for Student Affairs co-chair Category 3 of AQIP: “Understanding Students’ and Other Stakeholders’ Needs.” This Category was updated during the 2013-14 academic year and will be part of the Systems Portfolio submitted to the Higher Learning Commission in the Fall of 2014.
Division of Student Affairs Leadership and Organizational Chart

The Division of Student Affairs is comprised of three areas:

**Health and Wellness** includes services that enable students to positively engage in wellness activities and addresses learning blocks, anxieties and indecision to promote learning, personal development, and good physical and mental health. Specific departments include: Counseling Center, Disability Services, Esry Student Health Center, Recreation Services and the Baker Fitness Center.

**Student Development** provides services including a broad range of programs and activities that support the social, cultural and intellectual vitality of campus life. These departments include: Center for Multicultural Education, Career Development, Student Employment, Student Life, Non-Traditional Student Services, International Student Services and Residential Life.

**Student Services** includes programs that facilitate and strengthen the campus environment by using collective resources to promote good citizenship and address environmental and personal factors. Judicial Affairs and Student Government Association make up this area.

The organizational chart has been a work in progress, but the following structure was used for the 2013-2014 academic year.

The Annual Report represents an overview of each unit’s mission and past year’s activities, including points of pride, notable professional development accomplishments, challenges, goal review, and focus areas for 2014-2015, in alphabetical order by unit.
Overview: Missouri Western State University is committed to providing equal educational opportunities for students with disabilities. An integral part of that commitment is the coordination of specialized academic support services through the Accessibility Resource Center (ARC).

Points of Pride: While it is very difficult to quantify the impact of the work done through the ARC, we believe there is a positive correlation between the academic success of students with disabilities and our dedication to creating an educational environment that is free of barriers and full of opportunities. The following semester snapshots are provided as evidence of successful partnerships between faculty, staff and students with disabilities:

During the fall semester of 2013, 17 students supported by the ARC earned the following degrees:
- BA – Psychology
- BA – Spanish
- BSW – Social Work
- BS – Criminal Justice (X2)
- Certification in Legal Assistant
- BSE – Elementary Education (X3)
- BS – Biology (X2)
- BS – Psychology
- BS – Theatre and Video
- AS – Business
- BSBA – Accounting
- BS – Sociology
  - One of these students graduated with academic honors of Cum Laude.

During the spring semester of 2014, 22 students supported by the ARC earned the following degrees:
- BSN – Nursing (X4)
- BSBA – Accounting
- BA – English
- BSW - Social Work (X4)
- MAS – Engineering Technology
- BS – Convergent Media
- BSE – Early Childhood Education
- BFA – Graphic Design
- BFA – Studio Art
- BS – Criminal Justice
- BS – Computer Information Systems
- BME – Music Education
- BSE – Elementary Education
- BS – Theatre and Video
• BS – Recreation and Sport Management
• BS – Speech Communication
  • One of these students graduated with academic honors of Cum Laude, two graduated with academic honors of Magna Cum Laude and one graduated with academic honors of Summa Cum Laude.

**Challenges:** An ever expanding number of diagnosable conditions are being defined as disabilities by the Americans with Disabilities Act, which means that more people with disabilities are pursuing educational opportunities at the post-secondary level. This increase in the number of students seeking support through the ARC is accompanied by the challenge of having adequate resources to meet those needs. As enrollment of this segment of the student population continues to grow, we will need to develop a long range plan to address the need for additional funding, staffing and physical space to meet those needs.

The greatest change in space utilization has been the result of an increasing number of students approved for accommodated exams administered in the ARC.

• During the fall semester of 2013, the ARC administered a total of **384 exams** for a total of **408 hours** of testing time.

• During the spring semester of 2014, the ARC administered a total of **319 exams** for a total of **384 hours** of testing time.

**Staffing:** With the addition of Sue Barnes, a part-time Testing Technician in the Counseling Center, we have increased our ability to provide accommodative testing services.

**Professional Development:**
• The ARC Coordinator made significant progress toward the completion of his ADA Certification through the Great Plains ADA Center. Having a staff member with this certification will be very helpful as we move forward with our master planning initiatives.

• The ARC Coordinator recently became a member of NASPA (A professional organization for Student Affairs Administrators in Higher Education). This membership will allow the Coordinator to collaborate with Student Affairs professionals engaged in the work of disability and accessibility at other colleges and universities.

**2013-14 Goal Review:**
1. To establish the need for a full-time Test Administrator in the ARC.
   a. We have taken the first step toward achieving this goal by hiring a part-time Testing Technician on an MOA basis.

2. To work toward the construction of a sidewalk connecting the University campus to the Missouri Department of Conservation Regional Office Building (MDC). This sidewalk will create a safe and accessible pedestrian walkway for students to attend classes in the MDC building.
a. This project was recently successfully completed.

3. To continue to refine our processes and procedures related to gathering disability documentation from students requesting accommodations.
   a. We used the guidance on documentation practices published by the Association on Higher Education and Disability (AHEAD) in April of 2012 to create our current procedures.

2014-15 Goals:
1. To establish a clearly defined space for the ARC.

2. To create a Testing Center that will allow us to expand our testing services to accommodate a greater number of students.

3. To explore the possibility of creating a mentoring program where upper level students with disabilities would be paired with incoming freshmen with disabilities.

4. To work toward making the library more accessible to individuals with mobility impairments.

5. To explore the possibility of creating a first-year retention program specifically for students with disabilities.

6. To continue to refine and make improvements to our processes for students to provide documentation and make requests for accommodations.

By the Numbers: During the 25 year history of the ARC, the department has experienced substantial growth. In 1989, for example, only 24 courses needed to be made accessible on behalf of 6 students with disabilities. By contrast, 312 courses needed to be made accessible on behalf of 78 students during the spring semester of 2014.
• The most commonly requested accommodation is the allowance for sufficient time to complete course examinations (100%), followed closely by the request to take exams in a quiet, distraction-reduced environment (75%).

• We are currently providing support services and video captioning services for 1 student who is deaf; we are currently providing support services and video captioning services for 3 students who are profoundly hard of hearing. We are currently providing support services for 2 students who are blind and 3 students who have low vision.

• The most substantial growth in the ARC has been the number of students requesting and being approved for access to adaptive technology. Primarily these requests are for accessible course materials such as: Braille, large print, e-text, and more. During the fall of 2013, Adaptive Technology provided support services for 40 students. During the spring of 2014, Adaptive Technology provided support services for 44 students.
**Blum Union**

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**Blum Union, 228**

**Mission:** With both a role in recruitment and retention, the Blum Union can serve as the heartbeat of the campus. The Association of College Unions International (ACUI) addresses the Role of the College Union as the community center of the college, serving students, faculty, staff, alumni, and guests. By whatever form or name, a college union is an organization offering a variety of programs, activities, services, and facilities that, when taken together, represent a well-considered plan for the community life of the college.

**Overview:** The Blum Union is an integral part of the educational mission of the college. Various academic, co-curricular, recreational, cultural, educational, social and community events are held in the Union, as well as events that make the Union the “gathering place of the University.” Areas like the lobby (with charging stations, a coffee shop, and comfortable furniture) and the Kelley Commons offer spaces for relaxation and studying.

Additionally, the Blum Union provides services and conveniences that members of the University community need in their daily lives, like ATMs, food service, parking services, police, the Bookstore, International Student Services, the Center for Multicultural Education, the Center for Student Involvement, Student Government Association, Western Activities Council, and Student Affairs. By bringing students into one central location of services, the Blum Union cultivates a sense of community.

The Blum Union Information Desk is located on the first floor of Blum Union. The desk is usually open Monday thru Friday from 11:00 a.m. to 2:00 p.m. during the fall and spring semester while classes are in session. This time may change depending on other events on campus and the need to have additional coverage.

On average, the information desk assistant receives 5-10 people per day, more if there is an event or program on campus. The most common questions asked, in order of frequency are:

1. Where can I get my student ID/ Where is the restroom?
2. Where is the Bookstore?
3. Where is Fulkerson?
4. Where is the Health Center?
5. How do I get to the Walter Cronkite memorial?
6. Where is Lost and Found?
7. How do I get to ______ office/room?
8. What are the hours for cafe/food court/bookstore/parking and security?
During the Chiefs Training Camp practice, more visitors will come on campus and may stop at the Information Desk for visitor guides/brochures and maps of the training camp and Chiefs training camp schedules that are found at the desk.

**Points of Pride:**
- The patio north of Spratt Hall and west of the Blum Union received an upgrade in 2013, where the area was enlarged adjacent to the Blum Union, and new furniture, landscaping and sun-protection sails turned the patio into an inviting gathering space. A ribbon cutting was held in the spring of 2014 and the space was officially named Kelley Commons, in honor of the James B. Kelley family: James and Jean Kelley, and alumni Jeanie Grahl, Molly Kelley Pierce, Chris Kelley, and Kelley Meirose. The family donated $100,000 for the creation of the space.
- New furniture was purchased for the Blum lobby with monies received from SGA. The furniture allows for more students to form study groups and students have a place for their laptops.
- Charging Stations were installed for the students to charge their cellphone and electronic devices.
- Java City opened in the Spring of 2014 in the Blum Union first floor lobby area. Kathy DeWalt with Aramark commented: “Java City has been popular and increasingly more popular as students become aware of the location and working into their schedules on coming over after their classes.” The Java launches and the smoothies have been popular drinks.
- The annual International Fair was held for the first time in the Blum Lobby. Nearly 400 faculty, staff, students, and community members attended the event, compared to 150 the year before.
- Employers often set up tables with information on their employment opportunities for students; student organizations additionally promoted campus events through promotional booths. In the Fall, Student Affairs gave away over 12,000 muffins as a free promotional item from Hostess.
- The June registration programs were hosted in the Blum Lobby during Summer 2014 Registration. Check-in tables were set up around Blum Union lobby with Admissions staff and Financial Aid staff available to assist students as well as for various placement exam check-ins. Food was available to them, music played and it was a very relaxing atmosphere for students and their families.

**Challenges:**
- It is difficult to create “life” in the Union without having a Student Union Director to oversee the facilities, manage renovations, create services that bring students into the building, and create Union-specific programs.
- Ensuring that the area does not become cluttered with posters, newspapers, trash, or clutter.
• Ensuring that tables are set up and taken down in a timely fashion.

• Letting campus units know they can utilize this area for promotional events.

• Students do not always realize the resources available to them on the second floor of the Blum Union. Student Success Act dollars will be used in the Fall of 2015 to create renovated spaces for the Center for Student Involvement, Center for Multicultural Education, and the International Student Services Office.

Student Affairs staff handed out thousands of mini muffins to lucky student recipients in the lobby of the Blum Union. Yum!
Career Development Center and the Office of Student Employment

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https://www.missouriwestern.edu/studentemployment/

**Mission:** Explore, Inspire, Envision, Evolve and Succeed! The Missouri Western State University’s Career Development Center (CDC), through partnerships with employers, faculty and staff, is to empower students to make effective employment and career choices, as well as applied learning decisions, based on realistic self-appraisals and comprehension of the world-of-work, resulting in self-sufficient graduates who market their education, skills and experiences to achieve life-long career success.

The Career Development Center and Office of Student Employment, Division of Student Affairs at Missouri Western State University is to be recognized by the University community and the St. Joseph and Kansas City region including the Northland Campus as the comprehensive resource for providing professional programs and events to meet the career development needs of students, alumni and external employers.

**Overview:** In 2013-2014 the Career Development Center (CDC) team laid the foundation for a new professional team to build a strong unit, thus positioning the center to align its mission in support of MWSU’s evolving strategic plan. The center realigned staff roles, developed new operational policies (or procedures)/or clarified existing ones, designed programs and innovative resources. In doing so, we hired a full-time student employment coordinator and are creating a full-time assistant director for external employer relations for experiential/applied learning/career events. The new staff roles, serving on the university committees and serving as the employer relations personnel, will revamp what has now become a de-centralized Co-Op/Internship Program.

The 2013-2014 year reflects an exciting time of reorganization, innovation and transformation away from career services to career development which encompasses career services, career exploration, student employment, internal and external employer relations and job location and development. The Career Development Center is a centralized, comprehensive operation geared to assist all MWSU students and alumni with their career management and student employment needs. Our office is a full-function career planning center, plus a full-function student employment center serving all MWSU students from freshmen through graduation and beyond into the alumnus experience.

The Missouri Western State University’s Career Development Center (CDC), through partnerships with employers, faculty and staff, exists to empower students to make effective, shared responsibility employment and career choices, as well as applied learning decisions, based on realistic self-appraisals and comprehension of the world-of-work, resulting in self-sufficient graduates who market their education, skills and experiences to achieve life-long career success. In addition to our services,
students in the colleges also receive access to specialized career services within their programs.

Points of Pride:

- Kay-lynne Taylor presented to several classes:
  - Maureen Raffensperger, PT, DPT, OSC, CEEAA, Director. PTA Program. Presented Career Exploration Programs for the PTA Program 2014 Cohort, including 2 in-classroom presentations, 3 out-of-classroom applied learning presentations, an overview introduction to GriffonLink, and assisting the cohort create and submit their resumes via GriffonLink for job prospecting (41 student participants).
  - Kealia (Kay) Folck, RHIA, CPEHR/CPHIT, Health Informatics and Information Management. Provided in-class pre-session work in preparation for a full-day Saturday career program. Each student Kay Folck posted the course materials used social media for career assignments (18 student participants).
  - Dr. Roger Swafford, Craig School of Business Faculty. Presented to GBA 220 class introducing business ethics and career exploration. Focused on presentation similar to the HIIM workshop used FOCUS2 to support applied learning compacts and their values and management clarification data. Discuss intergenerational leadership styles and intergenerational worker behaviors (31 student participants).

- Kay-lynne Taylor developed course material for the Craig School of Business; students completed the projects prior to the class. Each student completed a career self-assessment and scheduled one in-person session with Kay-lynne the week of January 17 – 24, 2014. During the presentation the students reviewed their assessment in class, and received career coaching in small groups to assist each other via feedback to strengthen the resumes and portfolios. Social Media posts and students created a profile in GriffonLink as coursework for the presentation on Saturday, January 25, 2014 (134 student participants).

- Conducted Mock Interviews for all GBA220 students. 52 students attended.

- Facilitated two classes in the Criminal Justice Program regarding Student Employment process and career development – Interviewing Strategies (11 student participants).

- 274 students benefitted from professors who used the Career Development for class/academic purposes

- Education Department/Northwest Region Superintendent meeting presentation. The focus was redefining the America Reads/America Counts program to implement a new program called Learn Serve Change the World (LSCW) (62 adult learner, superintendent participants)

- Other academic programs assisted by the CDC include Critical Writing, Biology, Engineering, Integrative Biology, Criminal Justice, University 101, and Athletics (approx. 253 student participants)

- Student Employee of the Year, Kaitlyn Fisette, received the first Student Employee of the Year

- The Career Nest in Blum Lobby – Career Mentors staffed a table each Wednesday to promote Career Exploration, Employability, External Employer Relations, Career Pathing, Career Applied Learning Events and GriffonLink.

**Challenges:**

- Received more of the full student employment unit direct and fiduciary responsibilities for the Federal Work-Study operation, External Employer Relations without benefit of Job Location and Development funds and minimal staffing capacity for a University-wide operation.

- Became the MWSU point person in as the advocacy person and the primary reporting functions of alumni development and the student employment functions for on-campus and off-campus student jobs.

- Began overseeing the technology area of student employment and coordinating a university-wide, cross-divisional effort for customer service and student training; including developing protocol for the student employment operations.

- There was no established, MWSU formalized structure for the Federal Work Study Community Service program.

- The state of the CDC was in a poor condition with poor quality services in area of the CDC. It was not functioning – not just for a few years, but for at least six years.

- There was no system for collecting and monitoring the stats on our student’s first employment destinations. There is minimal process in the area of the assessment we administer and the data we collect and there is no sustainable process, protocol or designated personnel for follow up (check-in summary communications

**New Staffing:**

- Kay-lynne S. Taylor, Director September, 2013
- Brett McKnight, Coordinator for Student Employment May, 2014
- Jason Mullin, Operations Specialist March, 2014
- Centenary Hadsall, Career Mentor March, 2014
- Danielle Hubbard, Career Mentor October, 2013
- Brian Ramsey, Intern May, 2014
- Sofia Pierson, Intern May, 2014
- Muhamaud Malawaidi, Intern June, 2014
- Ariana Rich, Career Mentor September, 2013
- Shala Hatten, Career Mentor March, 2014
- Learn Serve Change the World Students April, 2014 (most, but not all are listed)
  - Abbi Messnick, Ashley Nold, Chelsey Welborn, Jennifer Webb, Keara Dudley, Marcy Canham, Megan Leonard, Michael (John) Penn, Ntahoturi Etienne, Tina Goodrick, Carley Compton
**Professional Development:**

- Kay-lynne Taylor served as outgoing Women in Student Affairs Knowledge Community Chair for NASPA Region III; as an accreditation evaluator for Fashion Institute of Technology; is a member of NACE and NCDA, Career Development professional associations; attended and graduated from Leadership Northwest Missouri, Class of 2014; facilitated a panel discussion at the COSMC spring meeting with the topic of Career Development and Performance-based Funding, Myths and Mysteries.

- Kay-lynne Taylor and Brett McKnight presented at the Conference on Conferences at Rockhurst University, May, 2014.

- Jason Mullin and Brett McKnight attended the CSO conference in Austin, TX.

- Chris Booher is a member of the Gold Coat board of directors and the Chamber of Commerce Total Resource Campaign.

**2013-14 Goal Review:** Linking services to performance standards demonstrating enactment to applied learning state and institutional mission for furthering career development at MWSU.

1. Time Management
   a. Successfully organized and oversaw the completion of various projects of three significant and visible areas within the division of student affairs/university (Career Services, Student Employment and External Employer Relations and FWS Community Service)

2. Engagement
   a. Established review of the comprehensive Student Employment process and working on the training components and instituted a plan linking the Student Employment management database to the University Banner system, GriffonLink to Banner for interface and efficiency. Developing student learning outcomes (SLOs) which highlight co-curricular activity and applied learning - to be implemented during the fall 2014.

3. Ownership
   a. Developed and implemented documentation and common procedures based on national standards and practices for ensuring limitation of liability for the university.

4. Collaboration
   a. Establish a bank of administrators who support the efforts of a decentralized student employment system and continue working toward fully trained and advocacy persons to support students.

5. Involvement
   a. Met regularly with leadership from various employers to ensure attendance and future generated revenue and/or jobs for the campus and students.
6. Workforce Development
   a. Strived to create and maintain a clean and secure environment in which students understand professionalism in the career arena to continue to student engagement.

7. Inclusivity
   a. Promoted an appreciation for diversity and supported university and divisional events, programs and activities.

8. Excellence
   a. Established cross-divisional one-on-one and group meetings to improve the current process for student employment.
      i. Developed strategic streamlining of the Student Employment.
      ii. Updated CSO system to better fit the services offered by the Banner system administrators.
      iii. Continued streamlining processes.

2014-15 Goals:

1. Career and Staffing – Priority Areas: Continue restructuring the career development center to create a more professional, user friendly atmosphere for students, staff, faculty and employers; including those at satellite campus locations. Ensure that staffing needs for a CDC are met and plans are in place to staff the area throughout the day.

2. Programs grounded in national standards and compliance: Implement a series of programs which focus on areas of career exploration, employability and professional development are available to all students using best practices and industry standards. Incorporate Council for the Advancement of Standards in Higher Education (CAS). Offer smaller career related programs rather than the large scale events. Promote and brand efforts.
   a. Onboarding and Student Employment Excellence with student learning outcomes linked to positive customer experience training and development: Fully implement GriffonLink for students and employers; continue with E3. Continue analyzing existing practices, policies and procedures and make recommendations for upgrades and streamlining to gain more efficiency, and continue taking steps to develop an Office for Student Employment and transitioning the language from SEC to CSE – Coordinator for Student Employment.

3. Organize structure: Develop an organizational structure and position expectations for existing and future positions in the Career Development Center; Office of Student Employment, Career Services and FWS community-based programs and External Employer Relations. Promote language transition for Learn, Serve, Change the World and as a civic engagement program for MWSU. Request new graduate assistant and/or full-time personnel in accordance with industry standards to best meet the needs of the career focus as part of the University retention plan. Research the shifting of community service component to the Center for Student Involvement, or create open discussions regarding an office for Student Civic Engagement and Volunteerism as part of the CDC.

4. Career Development Staffing: Continue developing a presence in the community by working
closely with entities such as; the St. Joseph Chamber of Commerce in St. Joseph and Kansas City and by participating in the Leadership St. Joseph next class. Request and receive the Assistant Director for the CDC as the AD Employer Relations – a qualifier is that the person is a trained career counselor.

By the Numbers:
Student Support and Engagement:
- 45 Classroom presentations (100% increase from last year-0)
- 33 Career Development programs presented (up from 6 last year)
- 957 registered freshmen students in GriffonLink (up 99.3% year-over-year)
- 1,217 visits to the Career Development Center and/or Office of Student Employment
- 141 appointments to the Career Development Center
- 37 Programs in Career Development
- 294 Student Employment meetings and/or events
- $26,500.00 Federal Work-study awarded/expensed through Community/Civic Engagement Split for Financial Aid Office. This is $2,695.31 over the 7% FWS Community Service expense required per federal requirements and the first year for the surplus funds to be expensed through Job Location and Development funds.

Career Connections:
- 260 students and 123 employers participated in Career Fairs
- 43 employers and 221 students and alumni participated in Career Center Events Preparing students for the workforce and employability.
- 5 students volunteered to develop the Etiquette Dinner, Fall, 2014
- 1246 jobs posted on GriffonLink at the Office of Student Employment
- 306 new employers July 1 – June 30, the significant increase began in October, 2013 and accelerated consistently to present
- 247 students used walk-in service, career counseling/review appointments or online resume critiques at the Career Center or using the student work station
- 41 students employed in Student Affairs

Physical Additions:
- $4,000 Student Success Act Funds awarded for renovations, office technological enhancement, and student work station in the CDC

Growing Traditions:
- CDC Senior Administrators provided Finals Week Cookies to over 200 students

Community Partnerships:
- $1,400 spent in support of Chamber of Commerce program sponsorships / professional development events
- A record 58 students participated in Career and civic engagement focused jobs using FWS funds

Going Global:
- 7 students participated in Learn Serve Change the World (LSCW) Civic Engagement partner program – Feed the World through Second Harvest
Mission: The mission of The Center for Multicultural Education is to stimulate the intellectual curiosity of students in a quest for knowledge that delivers the truth about self and others; challenge students to explore cultural differences and to enhance and embrace the inherent value of this exploration; prepare students for the greatest usefulness in service to and respect of all people and all cultures.

The Center for Multicultural Education is committed to student development and to improving the educational experience of all students. The Center for Multicultural Education will create student leaders with an excellent ability to make sound judgments and decisions about others, and develop leaders who are prepared for leadership in their community as well as leaders who welcome the many opportunities that working in a multicultural society provides.

Overview: The Center for Multicultural Education seeks to assist students, faculty, and the surrounding community by:

- Maintaining an open door policy (appointments and walk-ins are always welcome)
- Assisting students in finding the campus resources to help them be successful
- Supporting and advising student organizations
- Collaborating with other campus departments and the surrounding community to enhance programs
- Encouraging student involvement in co-curricular activities and other leadership opportunities available to them on the Missouri Western Campus

Points of Pride:

- **Tunnel of Oppression:** The Tunnel of Oppression is an interactive event that introduces participants to a range of contemporary issues of oppression. These issues included racism, ableism, lookism, religious discrimination, sexism, hate crimes, body image and suicide. This program is setup with different rooms separated by drapes and each room focuses on a different oppression issue.
  - Over **600 people** attended the program throughout the course of the week. According to post-attendance evaluations, this program inspired **37.6%** of the participants to do something about oppression and **76.1%** of the participants felt that the program was an effective way to teach about social justice and oppression.

- **MLK Week:** This week commemorated Dr. Martin Luther King Jr and we hosted a series of events that week.
The first event to start off the week was Community Service Day with Habitat for Humanity. We assisted Habitat with painting and sanding several rooms in a home for a family in Saint Joseph; 15 students attended.

The second day was the MLK Banquet, attended by 80 people from the community and the university. During this banquet a highlight was giving out the Drum Major for Justice Awards. We gave out 3 awards that night; one to Pastor Maurice Martin (community member), one to April Buntin (student), and the last one to a Dr. Geri Dickey (Missouri Western faculty member).

Another highlight for the week was the Candlelight vigil that took place at the University Plaza. We had about 30 students show up in front of the Plaza to end MLK Week by reserving a moment of silence and listening to a powerful speech given by Tobias Pointer, member of Alpha Phi Alpha Fraternity, Incorporated.

- **Girls Rock**: Held during Women’s history month to celebrate all the talented women we have on campus and in the community, this event showcased women’s talent and served as a forum to award talented female leaders and mentors. We incorporated a live twitter feed to keep students engaged during the program; red carpet photos; and had an informational table regarding body image issues and how this affects women. 8 women performed during the event, which was co-hosted by Dr. Laurel Vartabedian. Awards were given for women who have made positive changes in their community and on the Missouri Western Campus. The awards went to: Rock Star Award (Jessica Cato); Young & Gifted Award (Lafayette High school students: Amanda Kephart, Abbie Widener & Sylvia Brand); and the Community Service Award (Alia Sheya).
  - Approximately 50 students attended the program. According to participant post-tests, 84% of the students were very satisfied with the program and felt inspired by the talent in the room.

- **The Truth about Women**: This was a joint program with Missouri Western Faculty members Shawna Harris & James Carivou, where we examined the way women appear in the media and how our internal conflicts can reflect how the world sees us. We also looked at the double standard with women vs men and how sex looks different for each gender.
  - Hosted during Women’s History Month, this program had about 30 students attend. The evaluations conducted at the end of the event revealed that 93% of the students felt the information was very informative.

- **Jonathan Sprinkles**: The premise of Sprinkles’ lecture was to provide leaders with the confidence, motivation and drive to be a change agent on the Missouri Western campus. Sprinkles made sure that the students in attendance took a look at what they were doing personally to enhance or sabotage their own growth as a leader. Afterwards, Sprinkles spoke with the Black Student Union leader and the National Pan-Hellenic leaders to give them an extra boost of motivation as they have been struggling with staying organized, keeping students involved in their organizations and internal conflicts.
  - This program brought out 66 students; 93% felt his message was inspiring.

- **Michael Korenblit**: This speaker is the author of “Until We Meet Again,” which tells the story of his parents who survived the Holocaust. His presentation really tied in the Holocaust with other forms of injustices like slavery and the treatment of the LGBT community.
- We had **130 people** attend the event.

- **Safe Zone Training:** From the Pre- to post test, we saw a significant jump of +1.1 in 2 areas: the trainees’ understanding of Institutional heterosexism and their own cultural/behavior communication patterns with members of the LGBT community. We saw the largest jump in the participants’ understanding of internalized oppression which was +1.6.

- **Multicultural Graduate Reception:** This program was designed to shine light on the accomplishments our students of color had during their time at Missouri Western.
  - We had **10 graduates** participate in the program with their family and friends, who helped to celebrate the accomplishments of their students.

**Challenges:**
- Attendance: Our program attendance was hit or miss depending on how we advertised, who the Center for Multicultural Education partnered with and the other programs that may have been happening during the same time.
- Marketing: Missouri Western students need to know exactly what the program is or they don’t feel they will get anything from the program. This requires a different type of marketing and some research to determine what would work best for our students.

**Professional Development:**
- Latoya Fitzpatrick participated in the Barbara Sprong Leadership Challenge, teaching a class on the importance of diversity in leadership.
- Latoya Fitzpatrick attended the Big XII Leadership Conference in Ames, IA at Iowa State University with **8 students** from the Black Student Union: Breuna Watkins, Tobias Pointer, Claire Janovec, Caresses Owens, Eric Toliver, Elijah Todd, Jordan Fitzgerald & Mycah Houston.

**Staffing:**
- Latoya Fitzpatrick was hired as the CME Coordinator in January of 2014, after several semesters of not having a CME Coordinator.
- Program Assistants are very important staff members in the CME. Tiffany Butler was hired January of 2014; there is currently an opening for another Program Assistant for Fall of 2014.

**2013-14 Goal Review:**
1. Changing the perception of the CME Office to a perception that the CME staff is at Missouri Western to support them and validate why they are at Missouri Western by:
   a. Once a month hosting a social hour where students can come to the office and enjoy snacks and getting to know the Coordinator (**not completed, waiting until after construction is completed**)
   b. Making sure to let students know the CME has an open door policy and they can come by whenever they need to (**completed, continuing**).
c. Going to where the students hang out around campus so they see the Coordinator outside of the office setting (completed, continuing)

d. Having CME program assistants walk around the Food Court area during office hours to publicize programs to students (completed)

2. Helping students see the bigger picture of getting involved with National Pan-Hellenic Council, Inc. (NPHC) and Black Student Union (BSU)
   a. Planning a student leader training with each organization's executive team (not completed, student leader training is August 17, 2014)
      i. Position responsibilities
      ii. Expectations for student leaders
      iii. Basic procedures to plan programs, reserve rooms and advertising
      iv. Advisor responsibilities and how involved they expect/want the advisor to be involved
      v. Setting goals with the organization for the semester
   b. Planning a bi-weekly meeting with each President and Treasurer to go over programs and budgets (in progress, I have a weekly meeting with the BSU President)
   c. Getting the students who are involved to have face to face interactions with other students to get them involved (completed, continuing)

3. Building positive and lasting relationships with the campus and St. Joseph Community
   a. Coordinator attendance at high profile events, meeting community members (completed, continuing)
   b. Handing out business cards at high profile events in the community and on campus (completed, continuing)
   c. Gather a list of community organizations and reaching out to them to plan programs and initiatives (completed)

4. Plan programs that students need to be successful at MWSU and beyond college
   a. Talk with student leaders and other MWSU students about programs they want to see the office plan (completed, continuing)
   b. Listen to student concerns and address/support through programming (completed, continuing)
   c. Have program assistants listen to students to determine what students want on campus (completed, continuing)

**AQIP-specific unit responsibilities and actions:** In addition to the goal review provided above, the following goals are part of the University’s Strategic Plan and AQIP Systems Portfolio; CME plays a role in helping to achieve these goals.

- Increase student interactions with students from other countries and cultures
  - International Student Services tracked attendance at the International Lecture Series and collected event evaluations. At each one we have international students, national students, faculty, staff and members from the community.
  - One World Soccer Tournament: Other events that brought together international and domestic students included the One World Soccer Tournament held at the Griffon
Indoor Sports Complex. International Student Services, International Student Club, and Recreation Services collaborated to plan the One World Soccer Tournament.

- Strengthen institutional policies, practices, and structures to respect and represent diverse cultures.
  - Student Affairs is developing a plan for presentation to Academic Affairs to strengthen our policies, practices and structures for addressing the needs of international students and also internationalizing the campus. This includes ensuring that all Student Affairs staff has training in supporting international students and plans in place for programs focused on their success. This includes support from counseling, career development, student life, health center, recreation services and residential life.

2014-15 Goals:

1. Changing the perception of the CME Office with students
   - Once a month hosting a social hour where students can come to the office and enjoy snacks and get to know the staff
   - Create a brochure to hand out to students during New Student Orientation Days
   - Have CME program assistant become part of other student organizations as a way to educate more students about the CME
   - Create a unique t-shirt design for the staff that promotes the CME

2. Building positive and lasting relationships with the campus and St. Joseph Community
   - Introducing the staff to community members during high profile events (i.e. Eggs and Issues, Ambassadors Lunch, MLK Banquet, Hispanic Heritage Month Banquet, etc.)
   - Making sure to have business cards at various events
   - Planning community service opportunities with students and the community

3. Creating programs that leave a lasting effect on students, the University and the community
   - Working with faculty and staff during the summer to brainstorm programs for collaboration and increased attendance
   - Being aware of controversial issues and bringing in speakers who will speak to those issues and challenge the University community
   - Creating an assessment plan for all programs which includes learning outcomes, pre and/or post tests and a thorough staff evaluation of the program

4. Hiring program assistants who are eager to be involved and get the most from their experience
   - Hiring staff who are involved in all facets of Missouri Western or staff who are willing to get involved
   - Having training sessions, team building and various pieces of recognition to keep up staff morale
   - Doing a mid-semester evaluation with the CME staff so they know where they are at and how they need to improve

5. Helping student leaders see the bigger picture of student leadership and the impact they can have on campus
a. Plan a student leader training with the executive team of the BSU and all the member of NPHC to develop goals, programs and the skills that student leaders should have on campus
b. Plan a bi-weekly meeting with the executive team of NPHC and BSU to assist those students individually and develop a better relationship with them
c. Create a fundraising plan with each of the organizations to help them see all the ways of fundraising

By the Numbers:

- Over 20 programs presented during the year: presentations, movie nights, panels, keynotes, webinars, trainings, workshops, book clubs, partnerships and performances:
  - "Race Matters" Panel Discussion
  - Black Archives Tour at the Saint Joseph Museum
  - Community Service at Carriage Square Health Center
  - Safe Zone Training
  - Webinar: "State of the African American Professional"
  - Black History Month Kick Off
  - Keynote Speaker: Dr. Jawanza Kunjufu
  - Various Movie Nights
  - Book Club Meetings: "The Help" & "Daughters Who Walk this Path"
  - Black Heritage Ball
  - Black Love

- 321 attendees at Soul Food Friday

*CME staff members create environmental programs through mediums such as the Blum Union bulletin boards to spread the word about tolerance, education, events, and more.*
Mission: The mission of the Center for Student Involvement is to promote involvement and leadership development within student organizations and through co-curricular programs focused on intentional student learning. We advocate student empowerment and act as a campus resource for students in the “Griffon Family.”

Brief Overview: Student organizations, the Barbara Sprong Leadership Challenge, and experiential activities are opportunities for students to become engaged in community life at Missouri Western while developing skills that can help them develop personally and professionally.

Missouri Western State University currently has 95 Recognized Student Organizations on campus. These organizations range from religious, multicultural, Greek and many more are hosted on our vibrant campus. We know through the Student Involvement Theory by Alexander Astin, the more students are involved the higher their rate of academic success will most likely be on campus.

This year we nearly had 30 students in total attended two experiential learning experiences. We took two trips for experiential learning, to New Orleans and Memphis. In New Orleans students were able to take part in working with several different non-profit agencies. We were able to take 6 students who worked with the Boys and Girls Club; Rescue Farm; and 5th graders in a leadership program.
We also took 17 students (15 females and 2 males; 14 black and 3 white) to Memphis to visit the Civil Rights Museum. Pre- and post-tests indicate an increase in students’ knowledge after the trip. For example, before the trip, 65% of the students answered “When was slavery abolished” correctly; after the trip, 76% responded correctly. Pre-trip, 41% of the students correctly answered April 4, 1968 as the date that Dr. Martin Luther King Jr. was assassinated; post-trip, 82% were able to respond correctly.

Additionally, Pre and post assessments suggest these two experiences will assist these students in becoming stronger leaders on campus and beyond graduation.

The purpose of the Barbara Sprong Leadership Challenge is to provide Missouri Western students with an opportunity to acquire and enhance leadership skills so that they may assume leadership roles not only at Missouri Western but also following graduation. The program is named in honor of Barbara Sprong, a former member and president of the MWSU Board of Regents and a past leader in the St. Joseph community. This opportunity allows upper-class students to challenge themselves to grow as a leader and build upon existing leadership attributes. All full-time Missouri Western students who have a 2.5 cumulative grade point average are eligible to apply for the Leadership Challenge. Students who complete the program without absences will receive one hour of credit through the Western Institute (Motivation and Leadership: CED 121).

This year 21 students attended the six week leadership course, which featured presentations by Chris Lu (Cabinet member for President Obama), Latoya Fitzpatrick (Center for Multicultural Education Coordinator), Dr. Mark Laney (CEO of Heartland Health), and Dr. Robert Vartabedian (Missouri Western State University President).

**Points of Pride:**

- The unit name was changed from the Center for Student Engagement to the Center for Student Involvement to more accurately reflect the Center’s mission and resonate better with students and their parents.

- We currently have all 95 Registered Student Organizations (RSOs) utilizing Orgsync; we recently started a campaign to get more students involved in using and printing their co-curricular transcripts (stated in AQIP).

**Challenges:**

- Having students submit an updated current roster of active members.

- Limited venue areas for implementing programs.

- Limited storage space for RSOs.

**2013-14 Goal Review:**

1. Create Experiential Learning experience and assess through a pre/post evaluation (completed).
2. Increase the number of campus wide signature programs to further engage students (completed).

3. Create a step leadership program for freshmen and sophomores (in progress).


5. Increase the promotion of Orgsync.

2014-15 Goals:

1. Increase the number of Experiential Learning experiences.

2. Create a leadership step program that assists incoming freshmen with building their leadership skill-set and preparing them for acceptance into the Barbara Sprong Leadership Challenge.

3. Implement a Leadership Summit.

4. Create a Leadership Lecture Series to speak on various topics to strengthen our students leadership attributes.

5. Create the Teach Me Tuesdays Series to get more students involved on campus; these programs would be once a month and would focus on teaching students something they wouldn’t traditionally learn in the classroom.

6. Create a Late Night Event Series specifically to attract students to stay on campus and be further involved on campus.

7. Advisor training/Orgsync training at the beginning of each semester.

8. Host an Orgsync consultant on campus.

*Barbara Sprong Leadership Challenge students pose with guest speaker Dr. Christopher Lu.*
Overview: Currently we have 11 Greek organizations on Missouri Western’s campus. The sororities are: Alpha Gamma Delta, Alpha Kappa Alpha, Alpha Sigma Alpha, Delta Sigma Theta, Sigma Sigma Sigma, and Zeta Phi Beta. The fraternities are: Alpha Phi Alpha, Phi Delta Theta, Phi Sigma Kappa, Tau Kappa Epsilon, and Phi Beta Sigma.

The 11 Greek chapters fall under the umbrella of 3 separate Greek councils. Within the Inter-fraternity Council (IFC) we have 3 chapters (Phi Sigma Kappa, Tau Kappa Epsilon and Phi Delta Theta). Within the National Pan-Hellenic Council (NPHC, historically African American, international Greek lettered fraternities and sororities) we have 4 chapters (Alpha Kappa Alpha, Alpha Phi Alpha, Delta Sigma Theta, Phi Beta Sigma and Zeta Phi Beta). Within the National Panhellenic Council (NPC) we have 3 chapters (Sigma Sigma Sigma, Alpha Sigma Alpha and Alpha Gamma Delta). Our Greek community has a total of 206 students who are active within their organizations. There were 65 new members into the Greek community this year.

**Greek Membership through the Years**

<table>
<thead>
<tr>
<th>Years</th>
<th>Membership</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>190</td>
</tr>
<tr>
<td>2010</td>
<td>211</td>
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<tr>
<td>2011</td>
<td>193</td>
</tr>
<tr>
<td>2012</td>
<td>191</td>
</tr>
<tr>
<td>2013</td>
<td>206</td>
</tr>
<tr>
<td>2014</td>
<td>206</td>
</tr>
</tbody>
</table>

The pillars of Greek Life are scholarship, leadership, community service and philanthropy, social life, risk management, and athletics and intramurals.
### Greek Grades for Academic Year 2014-2015

<table>
<thead>
<tr>
<th>Organization</th>
<th>Fall GPA</th>
<th>Spring GPA</th>
<th>Overall GPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alpha Gamma Delta</td>
<td>3.30</td>
<td>3.26</td>
<td>3.28</td>
</tr>
<tr>
<td>Alpha Kappa Alpha</td>
<td>N/A</td>
<td>2.87</td>
<td>2.87</td>
</tr>
<tr>
<td>Alpha Phi Alpha</td>
<td>3.09</td>
<td>3.07</td>
<td>3.08</td>
</tr>
<tr>
<td>Alpha Sigma Alpha</td>
<td>3.16</td>
<td>3.18</td>
<td>3.17</td>
</tr>
<tr>
<td>Phi Sigma Kappa</td>
<td>2.91</td>
<td>2.98</td>
<td>2.95</td>
</tr>
<tr>
<td>Phi Delta Theta</td>
<td>2.77</td>
<td>2.95</td>
<td>2.86</td>
</tr>
<tr>
<td>Tau Kappa Epsilon</td>
<td>2.57</td>
<td>2.55</td>
<td>2.56</td>
</tr>
<tr>
<td>Phi Beta Sigma</td>
<td>2.52</td>
<td>2.59</td>
<td>2.56</td>
</tr>
<tr>
<td>Sigma Sigma Sigma</td>
<td>2.98</td>
<td>2.98</td>
<td>2.98</td>
</tr>
<tr>
<td>Zeta Phi Beta</td>
<td>2.40</td>
<td>2.50</td>
<td>2.45</td>
</tr>
</tbody>
</table>

All GPAs are cumulative

**Points of Pride:**

- This year our chapters continued to raise their respective cumulative GPAs. The sororities maintained a **3.12 average cumulative GPA** (compared to the MWSU female average of 2.99) and fraternities a **2.82 average cumulative GPA** (compared to the MWSU male average of 2.78).
  - Newly inducted members into the Greek Community increase their academic performance after joining their chapter.

- Over **80%** of each Greek chapter attended the Registered Organization Leadership Academy in the fall semester.

- The Greek community donated to Relay for Life as a part of Greek Week. The donation was **$541.38**. PHC donated to a family in need as part of the PHC Ball.

**Challenges:** With the Greek community consistently growing, it would be beneficial to hire a full time person to directly advise the three Greek councils.

**2013-14 Goal Review:**

1. Assist Greeks in raising their current cumulative GPA (completed).
2. Track the rosters of official active members (completed).

**2014-15 Goals:**

1. Implement more leadership training specifically for the Greek Community.
2. Assist Greeks in strengthening their tracking of community service/philanthropies.
3. Conduct an EBI assessment of the Greek community.
Overview: There are several campus/special events hosted on campus that tend to draw in larger crowds. The signature campus / special events are: Griffapalloza: Comedy Tour; Winter/Spring Alternative Break; Western Warm Up; and Family Weekend, but every year the Western Activities Council and the Center for Student Involvement find more large-scale events to create.

Points of Pride:

- **Griffapalloza**: This event welcomed Thomas Dale and Spanky Horton as the comedians for the comedy show, this year more than **200 students** attended.

- **Western Warm Up**: Incoming and returning students are welcomed back to campus at this fair that familiarizes students with student organizations and St. Joseph businesses. There are nearly **1,300 students** in attendance annually. **33 businesses** and **24 Registered Student Organizations** (RSOs) student organizations showcased their cause.

- **Western Activities Council (WAC) Spring Concert**: The council welcomes a musical artist to perform and entertain students. This year more than **1,000 students** attended to hear performances by SOMO and B.O.B.

- **Foam Party**: Students enjoy this WAC-sponsored event with music and soap suds on the Residential Life basketball court. As one of the first major events of the year, this event had close to **1,000 students** in attendance.

- **Mega Screen**: The Missouri Western vs. the University of Central Missouri opening football game was aired live in the GISC, with a featured movie “Fast & Furious 6” following.

- **Family Weekend**: This festive event allows our “Griffon Family” to welcome their family and friends to campus. 2013 events included Mentalist Chris Carter; Women’s Soccer; the President’s Pancake Brunch; Planetarium Showings; Student Organization Activity Booths; Tailgating; and the MWSU Griffon Football team vs. Missouri S&T. There were approximately **224 attendees** at the President's Pancake Brunch.

Challenge: There is a limited amount of venue space for programs on campus, particularly for larger events.
2014-15 Goals:
1. Grow to be more consistent with assessments of events.
2. Create two more larger-scale signature events.

The Fall 2013 WAC-sponsored foam party had close to 1000 students in attendance.

The Western Activities Council Spring Concert featured SOMO and B.O.B.
Mission: The Counseling Center is designed to help students with problems, both academic and personal, that might interfere with their educational pursuits.

Overview: The Counseling Center, located on the second floor of Eder Hall, is comprised of three full-time counselors and a part-time administrative assistant. Counselors are available to assist students in becoming oriented to college, making career choices, and resolving personal difficulties. Areas of difficulty for which students frequently seek counseling include poor concentration, test anxiety, performance anxiety, poor self-esteem, depression, time management, stress management, and relationship problems. Visits to the Counseling Center are strictly confidential and information from counseling sessions will not be shared on campus or off campus without the written consent of the student. There is no charge for counseling services.

Points of Pride:

- Counseling Center counselors responded to and managed a total of 1,194 student appointments during the past fiscal year. This total does not include emergency walk-ins, phone conversations, professional consultations with faculty and staff, and brief, informal discussions with student who simply stop by wishing to see a counselor.
  - The highest number of appointments occurred in October 2013, when 211 student appointments were made.

- The Counseling Center continued to sponsor and supervise the YWCA Green Dot program, a bystander training program addressing sexual assault and violence. Green Dot personnel provided numerous events and activities on campus during the past year including RA training, classroom presentations to UNIV101 classes, information tables at the Student Health Fair and “Heart Your Union,” a guest presenter for “Take Back the Night,” “Denim Days,” and Sexual Assault Awareness Month programming. Unfortunately, the Green Dot program contract expired in June, 2014.

- Missouri Western maintained its membership in Partners in Prevention, a consortium of 21 colleges and universities throughout the state of Missouri dedicated to creating safe and healthy campuses. From the consortium Missouri Western receives professional development, state-wide and campus-specific data, informational pamphlets and posters, and over $10,000 annually for programming.
Challenges:

- With the loss of both the Green Dot program and the counseling intern, Counseling Center staff will be unable to maintain the quality and quantity of educational programming that occurred during the past year. Sometimes, senior psychology majors seeking practicums are available, but they are limited in what they can do and the hours they are able to provide.

- There has been an exponential increase in the number of students seeking accommodated testing, a service that has been provided in the Counseling Center suite. The resulting increase in traffic and office noise has proven disruptive to both counseling and testing. It will be necessary eventually to either create a distinct separation between the two services within the suite or develop a stand-alone testing center.

Staffing:

- The Counseling Center staff remains the department’s greatest asset in terms of experience, stability, and dedication to the campus. The current counseling staff has been together for over a decade and represents cumulatively over 75 years of counseling experience, 55 years of which has been spent on the Missouri Western campus.

- With the end of the Green Dot contract, Dawn Berryman’s last day of employment was the end of the 2014 Fiscal Year.

- The Counseling Center provided space and supervision for a graduate counseling student during the past year. Andrew Fisher, a psychology student from Missouri Western, completed his graduate internship in May; received his Master’s degree in counseling from the University of Missouri-Kansas City in June; and successfully passed the state certification examination for licensed professional counselors in July.

- Kathy Lau moved from an MOA position to a full-time employee within the Counseling Center in July of 2013.

Professional Development:

- Counseling Center Director Dave Brown continued to serve on the Missouri Advisory Council on Alcohol and Drug Abuse requiring quarterly meetings in Jefferson City, Mo.

- Diversity and Women’s Issues Counselor Vincenza Marash continued to serve on the local YWCA Sexual Assault Response Team (SARRT), which met monthly.

2013-14 Goal Review:

1. Full-time administrative assistant for counseling/accessibility resources suite
   a. A full-time assistant (Kathy Lau) for the suite was hired in July.

2. Determine feasibility of employing a Wellness Coordinator/Health Educator
   a. Financial constrictions make the realization of this goal unlikely.
3. Clarify role of counseling in campus judicial process
   a. This goal will need to be revisited as specific positions and responsibilities within judicial affairs have yet to be determined. We will have to re-evaluate this once the judicial process has been formalized.

4. Develop programming in support of tobacco-free initiative
   a. In conjunction with Recreation Services, the Counseling Center provided reminder cards that can be handed out to smoking violators to be redeemed for free bottles of water in the Baker Fitness Center.

5. Expand student utilization of “Ask, Listen, and Refer” and “E-checkup” on-line programs.
   a. “Ask, Listen, and Refer” was mandated for all residence assistants this Fall for the first time as part of their training. Additionally, all students in UNIV101 (approximately 500 students) are being required to complete the program as part of their coursework as well as completing the on-line educational programs for marijuana and alcohol (E-Checkup).

6. Develop more informative and interactive counseling center website
   a. The counseling center websites were reviewed and revised under the new WordPress program. Kathy Lau, administrative assistant, accepted responsibility for the completion of this goal. There remains a need to make the websites more lively and interactive.

**AQIP-Specific Goals:** In addition to the goal review provided above, the Counseling Center goals are part of the University’s Strategic Plan and AQIP Systems Portfolio.

1. **Developing Civility:** Re-evaluate judicial affairs to determine the counseling center’s role in the process.

2. **Fostering Social Responsibility:** Expand student utilization of the “Ask, Listen, and Refer” on-line suicide information program and the “E-checkup” on-line alcohol/drug self-assessment.

3. **Developing Conscience and Character:** Promote “Body Image,” a downloadable application which promotes healthy eating habits and exercise; Develop programming in support of campus tobacco-free initiative.
   a. The marketing template for “Body Image” was received and reviewed. A senior psychology practicum student agreed to work on the campaign developing posters and flyers, manning an informational table at the student health fair, and making group presentations about the application. In total, less than 100 students signed up for the program.

4. **Providing Divisional Programs, Services, and Individual Mentoring:** Hire a full-time administrative assistant for counseling/accessibility resources suite; determine feasibility of employing a Wellness Coordinator/Health Educator; Develop more informative and interactive counseling center website.
2014-15 Goals:
1. Support campus in its effort to comply with new and existing Title IX mandates.
2. Clarify role of counseling in campus judicial process.
3. Develop a more informative and interactive counseling center websites.
5. Reconfigure physical structure of counseling center to support changes in services.

The current counseling staff has been together for over a decade and represents cumulatively over 75 years of counseling experience, 55 years of which have been on the Missouri Western campus.
Mission: The Esry Student Health Center exists to promote and maintain optimal physical and emotional health and well-being to Missouri Western students. With an emphasis on health education and promotion of wellness and healthy lifestyles, students are encouraged to be concerned about and responsible for their own health, so as to enhance their overall educational experience.

Overview: The Esry Student Health Center contracts with Heartland Health to provide a Registered Nurse four days per week, 8am-4:40pm year round, and a Family Nurse Practitioner, four afternoons per week, from 12:30-4:30pm during the fall and spring semesters. We provide acute services for students with sore throats, earaches, colds, burns, accidents, and injuries. We also provide screenings for nursing students and international students. Screenings include labs for tuberculosis, varicella, measles, mumps, rubella and hepatitis B. Immunizations, allergy injections and STI testing are also provided.

During the 2013-14 school year user totals were down, from 1966 patients in 2012-13 to **1577 patients** in 2013-14. We believe that is due to more health education, free flu shots for students (students were healthier), and that the Student Health Center does not file insurance. With the Affordable Care Act, more students and their parents are aware of and have health insurance.

We provide educational material on many subjects of interest for university students. Our nurse also provides evening or daytime programs for students and organizations.

Points of Pride:

- SHC staff participated in Heart Your Union, Student Health Fair, Western Warm up, and assisted in 3 days of sports physicals in the SHC.

- Marti Burri, RN, presented **3 programs** for 2 Residence Halls and 1 Sorority. She also presented **7 classroom lectures** to University 101 classes.

- More students came into Esry Student Health Center to ask questions and get health questions answered by professionals.

- We Co-Chaired of the Student Health Fair held in October 2013 with Rec Services and the Nursing Department. Our turnout was over **300 students** in one afternoon.

- We are working more closely with our international students by e-mail and answering questions for them to make their transition to MWSU more comfortable.
Challenges:

- We had hoped to be able to offer insurance billing beginning this year. Students are required to have insurance by the federal government, yet we cannot file it for them. Some choose to go somewhere else for their care, where their insurance will be filed.

- Being short staffed is a concern, especially if we attend any meetings. Sometimes one had to stay behind to help students, but other times meetings require all attend. (Nursing staff cannot see patients in a room and also check in patients as they come in to make an appointment or ask questions.)

- New governmental bills regarding tuberculosis and meningitis have indicated changes be made. All students must complete the Tuberculosis Screening Assessment as well as all staff and faculty. Meningitis also has new guidelines for the coming year.

- The Student Health Center is currently closed on Fridays. If we begin offering services on Fridays, we will need more staffing. Because of the confidentiality in the health center, a full-time person would accommodate better than to use a student worker.

Professional Development: Each employee has attended professional development classes or programs in their area on a regular basis through webinars, State programs on sexually transmitted infections, American Health Information Management Association continuing education hours, and professional development through the department.

2013-14 Goal Review:

1. To increase the number of students using the Esry Student Health Center.
   a. The number of students using the Esry Student Health Center was down by 389 students, from 1966 patients in 2012-13 to 1577 in 2013-14.

2. Obtain a student health fee to promote division programs and services to students.
   a. Continuing. A health fee would stabilize our budget and would making having to look for additional money from sources such as the Student Success Act and other entities obsolete.

3. Install software that will allow us to do insurance billing.
   a. Progress was made in this direction, with meetings with insurance billing providers and Heartland Health to review options. This is a continuing goal.
4. To employ a full-time nursing staff.
   a. Continuing goal. A full-time nursing staff would allow the Student Health Center to be staffed by a Family Nurse Practitioner and RN 5 days a week. We lose some patients when no one is here on Friday. However, the current budget does not allow for this staffing.

2014-15 Goals:
1. To obtain a health fee.
2. To establish a Quality Assessment program that includes a Patient Satisfaction Survey.
3. To renew our efforts to implement insurance billing.
4. To expand Student Health Fair to include more vendors, prizes, free flu shots and increase the number of attendees.

By the Numbers:
The top five presenting issues of the past two years, seen in the Esry Student Health Center:

<table>
<thead>
<tr>
<th>Issue</th>
<th>2013 Number &amp; Percent</th>
<th>2014 Number &amp; Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>TB Screen</td>
<td>226, 9.5%</td>
<td>297, 10.57%</td>
</tr>
<tr>
<td>STD Counseling</td>
<td>224, 9.44%</td>
<td>257, 9.14%</td>
</tr>
<tr>
<td>Allergic Rhinitis, Upsec</td>
<td>146, 6.15%</td>
<td>NA</td>
</tr>
<tr>
<td>Veneral Disease</td>
<td>109, 4.59%</td>
<td>130, 4.62%</td>
</tr>
<tr>
<td>Upper Respiratory Infection</td>
<td>91, 3.83%</td>
<td>103, 3.66%</td>
</tr>
<tr>
<td>Eye Exams</td>
<td>NA</td>
<td>101, 3.59%</td>
</tr>
</tbody>
</table>

Welcome to the Esry Student Health Center

We're Here to Help You

Angle Beck, RHIT
Administrative Assistant

Marti Burri, RN
Registered Nurse

Beth Roderick, FNP
Nurse Practitioner
International Student Services

Amy Kotwani, International Student Services Director  akotwani@missouriwestern.edu
Blum Union, 210  (816)271-5998  www.missouriwestern.edu/international

**Mission:** International Student Services (ISS) provides international students and scholars social, cultural and academic support and facilitates cross-cultural understanding within MWSU. ISS helps international students and scholars succeed academically and socially by meeting their special needs and engaging them in American life and culture, beginning with new international student orientation.

**Overview:** With a number of exciting cultural events and programs, we serve students, staff and the St. Joseph community. We want to create a supportive environment to assist international students in overcoming culture barriers and assist with any problems within the university and America. Immigration advising is a major component of what ISS provides. The ISS Director is the primary contact with the federal government regarding our F-1 and J-1 students and their F-2 and J-2 dependents, as well as the primary contact with the Saudi Arabian Cultural Mission regarding our current government sponsored Saudi Arabian students.

**Points of Pride:** International Student Services provides support to all international students and scholars, and provides cultural programming that is open to the entire campus and the local community. In addition to hosting mixers, cultural programs, workshops, etc., the office encourages international students and scholars to engage in activities across campus. Below are some program highlights from 2013-2014:

- The international students waved their flags in the Homecoming parade in October 2013. The students came dressed in ethnic clothing from their home countries to walk with the International Student Club decorated car.

- Our biggest event this year was the International Fair in our student union in November 2013. Students and scholars set up country booths where they shared information about their country’s culture, customs, and clothing, and they offered food tastings. Attendees were able to pick up a “passport book” and as they visited each country booth, they got their “passport” stamped. Once they visited all of the countries, they won an international themed prize. We had record attendance this year. Nearly 400 faculty, staff, students, and community members attended the event, compared to 150 the year before.

- The international students shared their love for soccer with the rest of the campus by collaborating with Recreation Services to conduct the One World Soccer tournament in March. 115 students, both domestic and international, competed for first place, compared to 90 students the year before.
• The President’s Office, Recreation Services, and International Student Services collaborated to plan the First Annual Krikor Partamian Ping Pong tournament in March. Students and community members competed to play Dr. Partamian in the final round. The event raised $4,000 for ISS.

• The International Graduation and Awards Banquet took place in April. Graduating international students and exchange students completing their programs were recognized, and for the first time, awards were given out to faculty, staff, students, and community members who have impacted the MWSU international student community. **100 faculty, staff, students, and community members** attended the banquet.
  
  o After the Banquet, the World Party began, which was open to students across campus. Students enjoyed international appetizers, a green screen photo booth to take pictures around the world, and a DJ playing world music. **100 students** attended the World Party.

• The International Student Services Director was part of a community committee planning St. Joseph’s first cultural festival in May. Members from the St. Joseph community and local high schools, as well as international students from MWSU performed throughout the afternoon. International students had the opportunity to showcase their talents outside of a university setting and meet people from the community. Members of the St. Joseph community learned about the different cultures represented at the festival.

• For the first time, International Student Services had a float near the front of the Apple Blossom parade, a local community parade and festival each May. International students carried flags and walked with a float that said “International Griffons”. The parade was another opportunity for our international students to get to know people in the local community.

• International Student Services continued this year with its International Lecture Series. The countries featured this year were: Ecuador, China, Kuwait, Mexico, and Venezuela. Each month during the school year, an international students presents about their home country, and the day before the lecture, a food tasting with recipes provided by the student are cooked by Aramark and offered in the Dining Hall. This year, ISS also provided an appetizer and dessert tasting during the lecture. We had record attendance at our lectures this year, averaging **60 attendees**.

• Our international students were also encouraged to get involved in campus and community activities outside of events planned by International Student Services. This year, our international students attended a community Diwali celebration and learned native Indian dances, performed the November pole dance in Lights and Tights, met with state legislators and other international students from across Missouri at International Education Day at the Missouri State Capitol, etc. The students also went to a special reception at the University President’s
home in November. MWSU’s President invites international students to his home every fall and gets to know them on a personal level.

**Challenges:**
- Our international student numbers continue to grow, but ISS’s budget and staffing do not. ISS relies on the Student Government Association for funding, and ISS must apply for funding each year. If ISS does not receive these funds, it will be unable to plan events and meet the needs of MWSU’s international students and scholars.

**2013-14 Goal Review:**
1. **Guiding Students:** Create processes, rules, instruction sheets, and forms that guide international students in maintaining their visa and immigration status.
   a. This goal has been met. ISS designed a completely new webpage that contains orientation information, student visa regulations, various forms, and other resources international students will need to be successful. This information can be found at [www.missouriwestern.edu/international](http://www.missouriwestern.edu/international).

2. **Promoting Leadership Growth:** Train ISS Program Assistants to be more independent and engage more international student volunteers both inside and outside of the International Student Club to work directly with International Student Services.
   b. ISS had **three program assistants** this year, and they were given more responsibility than in years past. There was improvement from the prior year, but ISS still needs to work on this goal in the future.

3. **Providing Divisional Programs, Services, and Individual Mentoring:** Increase number of International Student Services programs and events, as well as encourage students to meet with the ISS Director “earlier in the process” regarding their immigration status issues.
   c. ISS keeps track of attendee numbers with sign-up sheets at its events. Attendee numbers significantly increased this past year, and ISS would like to continue with this goal for next year. ISS strongly encouraged students to make appointments early, and the students did a better job in years past.

4. **Promote Global Citizenship:** Further encourage international students interactions with traditional students through cross collaboration and event planning with other campus units, departments, and campus clubs/organizations.
   d. ISS collaborated with Recreation Services, the Department of English and Modern Languages, the President’s Office, Aramark, Residence Halls Association, etc. for several events and activities this year, which is an increase in co-sponsorships compared to years past.

5. **Fostering Social Responsibility:** Encourage international students to engage in service learning activities. Volunteerism is not as emphasized in other countries as it is in the United States.
Community service will enrich the lives of students and help build their resumes. Service learning should be an integral part of the “Study in the States” experience.

e. The International Student Club did not engage in volunteer activities as much as it had in years past. ISS will work on this goal again for next year.

**AQIP-Specific Unit Responsibilities and Actions:** ISS is responsible for an AQIP Action Project from July 31, 2012, to July 31, 2015. The Internationalization of the Missouri Western Student Population AQIP Action Project focuses on three specific goals to increase and effectively support international and exchange students:

**Goal 1- Increase the number of international and exchange students**
Currently, Admissions is primarily responsible for recruiting future international students both domestically and through trips abroad, while ISS focuses on retention of our current students. If our current students remain and are happy, MWSU will be promoted via word of mouth. ISS is part of the International Strategic Enrollment Management committee that meets to discuss our recruitment and retention efforts, as well as our strategy for exchange agreements and partnerships. Our number of international and exchange students continue to grow. We had 7 students in 2008, 50 students in Fall 2012, and 90 students in Spring 2014.

**Goal 2- Increase student interactions with students from other countries**
ISS increases student interactions through its educational, cultural, and social events. Through these programs, domestic students and international students have the opportunity to interact and learn from each other. As mentioned in the Points of Pride Section, the number and size of ISS’s programs have grown and continue to grow.

**Goal 3 - Strengthen Missouri Western policies/practices to respect and represent diverse cultures**
ISS has a revamped webpage with resources for students, as well as faculty and staff who work with international students. For example, the website has a handout for academic advisors which explains the visa requirements for international students concerning credit hours, online courses, and internships off campus. This handout is also included in the Advising Handbook distributed to academic advisors each year. ISS plans to continue to increase the resources available to the campus. The ISS Director also speaks to groups on campus regarding international students. Most recently, the ISS Director spoke at a meeting comprised of the Graduate Dean and Chairs. The ISS Director also serves on committees such as the Diversity Committee and the Employment Steering Committee to help ensure that international students are integrated into the campus community and that departments across campus are comfortable working with students from other countries.

**2014-15 Goals:**

1. **Promoting Leadership Growth:** Train ISS Program Assistants to be more independent and engage more international student volunteers both inside and outside of the International Student Club to work directly with International Student Services.
2. Providing Divisional Programs, Services, and Individual Mentoring: Increase number of International Student Services programs and events, as well as encourage students to meet with the ISS Director “earlier in the process” regarding their immigration status issues.

3. Promote Global Citizenship: Further encourage international students interactions with traditional students through cross collaboration and event planning with other campus units, departments, and campus clubs/organizations.

4. Fostering Social Responsibility: Encourage international students to engage in service learning activities. Volunteerism is not as emphasized in other countries as it is in the United States. Community service will enrich the lives of students and help build their resumes. Service learning should be an integral part of the “Study in the States” experience.

By the Numbers: The growth of the international student population at Missouri Western has been incredible, increasing an amazing 900% in an 8-year period.

<table>
<thead>
<tr>
<th>Semester</th>
<th>F06</th>
<th>S07</th>
<th>F08</th>
<th>S09</th>
<th>F10</th>
<th>S11</th>
<th>F11</th>
<th>S12</th>
<th>F12</th>
<th>S13</th>
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<tr>
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<td>10</td>
<td>12</td>
<td>7</td>
<td>12</td>
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<td>32</td>
<td>36</td>
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<tr>
<td>Total J1 professors &amp; researchers</td>
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<td>10</td>
<td>0</td>
<td>0</td>
<td>0</td>
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Missouri Western’s international population includes students, professors and researchers from a diverse array of countries.


<table>
<thead>
<tr>
<th>Visa Type</th>
<th>Country</th>
<th>Fall 13</th>
<th>Spring 14</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
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<td>Andorra</td>
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<tr>
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<tr>
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<td>Spring 14</td>
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<td>---------</td>
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<td>------------------------</td>
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<th>Notes</th>
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<td>South Korea</td>
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<td>J1</td>
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<td><strong>Total J1 PROFESSORS and RESEARCHERS</strong></td>
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Mission: When students choose to accept admission to Missouri Western State University, they accept the rights and responsibilities of the university’s academic and social community. As members of the university community, students are expected to uphold the university’s values (service, quality, freedom, enthusiasm, respect and courage) by maintaining a high standard of conduct.

Faculty, administrators, staff and students all have responsibility to take care of the intellectual, social, emotional, psychological and physical condition of this community we share. As a result, we expect all members of the Western community to exhibit the following: Respect for Self, Respect for Others, Respect for Property, Respect for Authority and Honesty.

Overview: Judicial Affairs is the term used to describe the Student Conduct process at Missouri Western State University, which includes the adjudication of alleged violations of the Student Code of Conduct, University policies such as sexual harassment, sexual assault, hostile environment, and / or retaliation. In addition, Residential Life has their own judicial system. Repeated violations, failure to appear, and / or failure to complete Residential Life sanctions may result in a Residential Life case being referred to the University Judicial process.

Student conduct hearings are scheduled as informal dispositions or formal hearings; alleged violations of the Student Code of Conduct by Recognized Student Organizations (RSOs) are heard as an organizational hearing. The standard of proof used in these hearings is based upon a preponderance of evidence.

As an institution of higher education, Missouri Western strives to make meaning from incidents and provide an opportunity for restorative justice for the complainant (victim) and an educational opportunity for the respondent. A student found responsible for a violation of the Student Code of Conduct or University policies is subject to educational sanctions. Examples of student sanctions are: a warning, educational activities, counseling sessions, community service, termination of Residential Life contract, restitution, restriction or revocation of privileges, probation, suspension, expulsion, and / or revocation of admission and / or degree. Sanctions for an RSO include a University warning, loss of privileges, restitution, educational sanctions, probation, and / or deactivation.

Additional information on the Judicial Affairs process and Student Handbook may be found at: https://www.missouriwestern.edu/studentaffairs/judicial-and-student-handbook/
In addition to the hearing processes, data collected through Residential Life and the University Judicial process are gathered and submitted to the University Police Department for the annual Clery Report. This report is published annually and includes a three year summary. It can be found at: www.missouriwestern.edu/safetyreport.

**Points of Pride:**
- Dr. Judy Grimes, serving as the Dean of Students, updated the Student Code of Conduct and brought the document through the Governance Advisory Council for their approval. From there it was sent to the President for his signature. Numerous updates were included in the revised Student Code of Conduct to ensure compliance with a number of new federal guidelines, particularly those related to Title IX.

- Increased partnerships:
  - On several occasions, the Dean of Students partnered with the Director or Assistant Director of Residential Life to hear particularly serious cases.
  - Two additional Student Affairs staff assisted with student conduct hearings.

**Challenges:**
- It will be a constant challenge to update documents as well as Student Affairs staff of ongoing updates to Federal mandates.

- Increased complexity due to new Federal guidelines will provide a challenge as the Dean of Students is also involved in numerous additional high priority projects.

- It is necessary to develop staffing around the area of Judicial Affairs, crisis management, and compliance to be able to provide student outreach, advocacy, and education. It is also key that we have an expert to manage all of the new regulations Universities are expected to fulfill.

**Professional Development:**
- Attended the Missouri Council on Student Affairs meeting in June of 2014 & heard sessions on Federal Student Compliance Issues (ADA, Clery Act, Pregnant Students); Interactive & Investigative Approach to VAWA & Title IX; and a Higher Education Legal Question & Answer session.

- Attended webinars on Title IX and the Violence Against Women Act (VAWA) as well as one entitled: *Assessment of the Impact of Student Activities and Title IX: From Allegations to Investigations.*

- Listened online to roundtables chaired by Senator Claire McCaskill on Title IX.

- Researched numerous websites related to student conduct.
**2013-14 Goal Review:**
1. Revise the Student Code of Conduct (completed).
2. Continue to utilize new facets of the ADVOCATE judicial data management system to simplify the reporting process for student conduct (ongoing).
3. Hire a Dean of Students (currently on hold).

**2014-15 Goals:**
1. Streamline the student conduct process with the new residential life staff.
2. Train additional student affairs professionals to act as student conduct officers.
3. Work with the new University Police Chief to streamline Clery reporting and campus conduct.

**By the Numbers:**
- **40 student conduct cases** were handled by the Dean of Students during the Fall 2013 semester.
- **23 student conduct cases** were handled during the Spring 2014 semester.
- In addition, approximately **30 informal conversations** with students occurred.

*Civility matters because treating each other with respect is intrinsic to building a campus community that exemplifies the Missouri Western values of service, quality, enthusiasm, freedom, respect and courage. Civility allows us to find our common ground and understand each other’s point of view.*
Mission: Missouri Western Speech and Debate intends to provide access to competitive activities by traveling to tournaments both locally and nationally.

We look to instill the virtues of Missouri Western in a practical and interactive format. We look to transform the lives of our students through advocacy and critical thinking (Let Your Voice Be Heard!), competing at tournaments (Learn By Doing!), and bringing a holistic approach to education (Find Your Inner Griffon!).

Overview: Speech and Debate provide wonderful skills that translate to the real world. Public speaking and communication skills have proven to be incredibly important in literally every occupation and discipline. Speech and debate also helps develop logical reasoning and critical thinking in competitors. Debate in particular provides an interdisciplinary platform that teaches current events, politics, economics, international relations, and even post-modern philosophy.

Points of Pride:

- Placing 2nd and 3rd in Novice Parliamentary Debate at the Missouri Association of Forensic Activities.

- Winning 1st at our first tournament of the year in Novice Parliamentary Debate.

- Effectively recruited several students; seven students competed.

- Actively engaged with our local high school speech and debate community.
  - School visits at Savannah, Lafayette, Benton, and the DEBATE-Kansas City Urban Debate League
  - Students and coaches volunteered by providing free coaching (Savannah, Lincoln Prep, and Lee A. Tolbert Academy) and judging at local high school tournaments in the suburbs and in the urban debate league.

- Mentored and coached several high school students from Lincoln College Prep and Savannah High Schools.

- Coaching staff coached at two different debate camps in urban settings: DEBATE-Kansas City Institute hosted at UMKC and the Julia Burke Debate Institute, hosted by the Bay Area Urban Debate Institute in Oakland, California.

- The creation of a Speech and Debate office, located in the Blum Union.
**Challenges:**
- Team size, we are in the early stages of creating a program from scratch.
- A competitive tournament schedule. In order to recruit more effectively and to better represent the university we require a more expansive travel schedule to compete more often at challenging venues.

**2013-14 Goal Review:**
1. Field a team that could consistently compete and establish a foundation for the future.
   - Complete. We have created the base of a team that will roll over for the next several years and prove to be competitive.
2. Actively make a presence in the local speech and debate community.
   - In Progress. The coaching staff has already been incorporated in the MAFA community and has proved to be a rising program regionally. Our competitive successes have helped our stature amongst other programs.
3. Create a presence in the high school speech and debate circuits.
   - In Progress. We have established a good relationship with nearly all of the local high school programs in the area while maintaining a very strong tie to the DEBATE-KC community. Hosting a high school tournament should help solidify our program as an integral part of the speech and debate community in the Midwest. Hosting a quality debate clinic will also help increase our status.

**2014-15 Goals:**
1. Win Varsity Parliamentary debate at the Missouri Association for Forensic Activities.
2. Win Varsity Lincoln-Douglas debate at the Missouri Association for Forensic Activities.
3. Place at the majority of tournaments attended in Parliamentary debate.
4. Host a quality full-service high school speech and debate tournament on campus.
5. Develop the speech and interpretive competitors, having students compete in a variety of IEs.
6. Presidential Goal: Growing the program to a minimum of 10 active members, and having those students enroll in the class.

**By the Numbers:**
- Tournaments Attended/Results:
  - University of Central Missouri:
    - 1st Place in the Novice division of Parliamentary Debate, Graham Deckard, freshman and Eli Dodge, freshman
    - 3rd Top Speaker in Parliamentary Debate, Brad Stanton, freshman
- 4th Top Speaker in Parliamentary Debate, Haden McDonald, freshman

- **Hutchinson Community College:**
  - 4th Place in Informative Speaking, Kasey Maag, freshman

- **Webster University**

- **Missouri Association of Forensic Activities (State Championship):**
  - 2nd Place in the Novice division of Parliamentary Debate, Graham Deckard, freshman and Eli Dodge, freshman
  - 3rd Place in the Novice division of Parliamentary Debate, Haden McDonald, freshman and Brad Stanton, freshman
  - 3rd Top Speaker in Novice Parliamentary Debate, Eli Dodge, freshman
  - 4th Top Speaker in Novice Parliamentary Debate, Graham Deckard, freshman
  - 5th Top Speaker in Novice Parliamentary Debate, Brad Stanton, freshman
  - 6th Top Speaker in Novice Parliamentary Debate, Haden McDonald, freshman
Overview: Nontraditional and Commuter Student Center/Veteran Affairs assists nontraditional students as they transition into coming to college or returning to college. The Nontraditional and Commuter Student Center is designed to assist nontraditional students with their unique educational, personal and professional needs. Free services, programs, and amenities help this population of students succeed and connect on the Missouri Western campus.

Free Services: All students love freebies, and Nontraditional students, commuters, and veterans are no exception. Services provided are of particular interest to adult students or those who are driving to campus and may be on a limited budget. These types of programs include:

- “Car Winterization:” Local businesses (Gregg Motors, Car City and Firestone) provided coupons for Missouri Western students to redeem and have their cars checked in preparation for the winter. Firestone provided a 10% discount on oil changes as well as a discount for any work done based on the car inspection.

- “Free Tax Preparation:” Dr. Rebecca Travnichek, IRS certified tax preparer, filed students income tax forms on February 15 and 16, 2014 at the Nontrad Center by appointment only.

Programs: The Nontraditional and Commuter Student Center / Veteran Affairs provides activities that may appeal to these demographics in an attempt to create connections and develop community, while learning more about life skills and the campus. Some of the programs created this year include:

- Scavenger Hunt: Students navigated the campus in the Fall and the Spring in a Scavenger Hunt designed to help them learn where key offices are located. Each office held a clue that would lead them to the next office. The winner won a tablet.

- “Manly Minutes” and “Estrogen Power” as initiatives focused on gender specific issues.
  - Manly Minute: The “Great Smoke Out” featured local business, Spanky and Buckwheat’s BBQ. The owner brought all the meat prepared and discussed tips and techniques for smoking a variety of meats. He also handed out samples of his dry rub. The program attracted a diverse group of students. At “Dress for Success,” students were given information on professional attire and provided a tie to practice different knots.
  - Estrogen Power Hour: A “Self Defense Class” class was held in the evening in Recreation Services. An instructor demonstrated basic self-defense moves for women. “Stress Management” Counselor Vincenza Marash led a discussion on tips and techniques for stress reduction.

- “Coffee and Conversation” meetings were hosted monthly, in which nontraditional students were provided the chance to voice their opinions on certain items/barriers and to perhaps act as a resource one another.
“Heroes Amongst Us” was hosted as the first time to pay homage to our current veterans on campus, with over 100 attendees. Mr. Tim Hornik, medically retired Army veteran spoke, and 17+ veterans were recognized from our faculty, staff, and student population for their service:

<table>
<thead>
<tr>
<th>Nominee</th>
<th>Current Status</th>
<th>Branch of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Julie Reinhardt</td>
<td>Sophomore, Convergent Media</td>
<td>Air Force</td>
</tr>
<tr>
<td>Tom Williamson</td>
<td>Staff, Assistant to the Dean – Craig School of Business</td>
<td>Army</td>
</tr>
<tr>
<td>David Roland</td>
<td>Senior, Criminal Justice</td>
<td>Army</td>
</tr>
<tr>
<td>Adam Perry</td>
<td>Sophomore, Psychology</td>
<td>Army</td>
</tr>
<tr>
<td>Wilem Wykert</td>
<td>Freshman, Psychology</td>
<td>Army</td>
</tr>
<tr>
<td>Angela Thompson</td>
<td>Senior, Business Management</td>
<td>Air Force</td>
</tr>
<tr>
<td>John Boles</td>
<td>Junior, Sociology</td>
<td>Navy and Army</td>
</tr>
<tr>
<td>Travis Michael Birkhead</td>
<td>Senior, Biology (Pre-Med)</td>
<td>Navy</td>
</tr>
<tr>
<td>Eric Robinson</td>
<td>Freshman, Engineering Technology</td>
<td>Navy</td>
</tr>
<tr>
<td>Dr. Cary Chevalier</td>
<td>Faculty, Dept. of Biology</td>
<td>Army and Navy</td>
</tr>
<tr>
<td>J. Neil Lawley</td>
<td>Faculty, Dept. of Art</td>
<td>Marine Corps.</td>
</tr>
<tr>
<td>Crystal Dagget</td>
<td>Senior, Wildlife Conservation &amp; Management, Minor in Childhood Education</td>
<td>Army</td>
</tr>
<tr>
<td>Clifford Petersen</td>
<td>Junior, Psychology</td>
<td>Marine Corps.</td>
</tr>
<tr>
<td>James Crane</td>
<td>Junior, Criminal Justice</td>
<td>Army</td>
</tr>
<tr>
<td>Michael Bergeron</td>
<td>Junior, Sociology</td>
<td>Army</td>
</tr>
<tr>
<td>Dr. Donald Lillie</td>
<td>Faculty, Theater &amp; Cinema Dept.</td>
<td>Army</td>
</tr>
<tr>
<td>John Hopper</td>
<td>Junior, Computer Science</td>
<td>Navy</td>
</tr>
</tbody>
</table>

**Student-Lead Programs:** In addition to staff-created programs, students created opportunities on their own to engage with each other, such as the following:

- Basketball bracket: A “bracketology” competition started by students at the center, prizes were whatever free items could be procured and bragging rights.
- Potlucks: Students put up a recipe and sign-up sheet, agree on a date and have the potluck at the center.
• Mardi Gras Celebration: Students provided a King Cake for the celebration, while center staff supplemented the menu and provided Mardi Gras facts and a quiz. MWSU students from New Orleans provided Jambalaya and Gumbo.

Amenities: Students use the Center to study or work on homework at the computer stations; store backpacks, supplies, and lunch; gather; and relax with a cup of (free) coffee. The Center’s kitchenette features a refrigerator, microwave, toaster and coffeemaker. Diabetic students often store peanut butter and crackers in the kitchenette cabinets.

• Computers and Printers: The Center computers were replaced in 2012-2013 for student use. A new printer was also added. The front desk and inner office computers were upgraded in 2014. All students are requested to limit printing to 20 pages per visit and referred to the Murphy lab for bigger print jobs.

• Lockers: Nontraditional students can reserve a locker each semester. Lockers are limited to first come, first serve. The lockers are located at the end of the hallway by the Counseling Center.

• Facebook Page: The center has a Facebook page used to keep students informed of upcoming programs, deadlines and/or other items that may be of interest. Miki Wafai, student program assistant, updates the page as well as hosts contests like the “Best Halloween Costume” or the photo “Add a caption” with whichever received the most likes winning.

Points of Pride:
• MWSU Student Veterans of America chapter started in Fall 2013. Staff worked with SVA presidents, Crystal Daggett (Fall 2013), and Jay Crane (Spring 2014) to promote Benefit Briefings in both semesters. In addition, SVA participated in a joint MWSU/Northwest tailgate tent coordinated by Drew Fisher, Counseling Intern.

• Staff worked with the Nontrad Student Association to promote and hold the Adopt-a-Family Program. With assistance from a Greek organization the adopted family was able to receive most of the items on their wish list.

• In the of Fall 2013 the center’s worn out carpet was torn out and replaced with carpet squares which will be easier to clean and/or replace. The flooring by the kitchenette area is faux wood which is also easier to maintain clean. The center was updated the previous year and the flooring was the last major update needed.

Challenges:
• One are of the greatest challenges we face seems to be getting Nontraditional, Commuter, and Veteran students more involved on campus.

• Currently the Center is staffed entirely by students. It is sometimes difficult to find student staffing the hours needed to keep the Center open all day.

• Having a full-time employee is key in providing more services to this population and would serve as an effective tool in the retention puzzle. There is a huge opportunity to provide more
information, resources, and assistance to each of these demographics, but no professional staff to lead the charge.

- Nontraditional students, Commuters, and Veterans may or may not be the same demographic group. Veterans have discussed the desire for their own space on campus.

- The Center has a VERY limited budget.

2014-15 Goals:
1. Have intentional conversations with specific topics during Coffee and Conversations that foster a sense of community.
2. Strengthen the collaborations with Career Development to focus on specific workshops that will assist these students in gaining job related skills and preparing them for interviews.
3. Create more family oriented programs to get students more involved on campus.
4. Increase student Veterans’ campus involvement.
5. Track the number of vets that attend certain events.
6. Create and implement three signature events geared for Veterans.
7. Package resource material specifically to assist Veterans in their transition.

Brigadier General Mason is presented a Heroes Among Us coin by Jason Mullin, student program assistant.
Recreation Services

Wonda Berry, Director  berryhow@missouriwestern.edu  (816)271-4247
Looney Complex  https://www.missouriwestern.edu/recreation/

Mission: In support of a vibrant University community, Recreation Services provides sports and fitness activities, which foster personal development, enhance academic productivity and satisfaction, increase physical and psychological health and encourage social interaction.

In order to accommodate a diverse population, departmental offerings include provision of sports facilities, organized competitive sports programs, individualized activity programs, individualized skills instruction, and experiential education opportunities including leadership options through internships, manager and skill oriented positions such as officiating in our sports programs.

Overview: The Recreation Services Department at Missouri Western State University is vital to the university by helping to engage students, faculty and staff physically, socially and academically to promote a total college experience. Student, Faculty and Staff have the opportunity to participate in all activities offered by the Recreation Services Department. Our facility services include:

- Baker Family Fitness Center
- Arena & Gymnasium (MO Looney Fieldhouse)
- Swimming Pool (MO Looney Fieldhouse)
- Racquetball Courts (MO Looney Fieldhouse)
- Trap Range (West Campus)
- Equipment Check Out & Rental Program

On-campus exercise opportunities include classes such as Pilates, Yoga, Piyo, and Zumba. In addition, intramural activities offered include: Badminton, Basketball (men’s and women’s), Broomball, Disc Golf, Dodgeball, Dominoes, Flag Football (men), Hot Wheels Derby, Pigskin Picks, Powder Puff Football (women), Racquetball, Sand Volleyball, Soccer, Softball, Ultimate Frisbee, Volleyball (men’s and women’s), Washers, and various tournaments.

Points of Pride:
- Director Wonda Berry was involved or helped Student Affairs and Missouri Western with the Career Fair, International Student Fair, Registration Programs, Griffon Edge the International Lecture Series, the Krikor Partamian Ping Pong Tournament, Student Wellness Fair, face painting for Arts Beats and Treats, Alumni at the Mustangs, and much more.
• Recreation Services is careful with budgeting, using funds for activities and equipment that the students want. We incorporated more fitness classes, purchased ping pong tables, replaced tents, lifejackets and paddles, canoes and helped to fund the Student Health Fair.

**Challenges:**

• We have had 2 pool forums this year and a proposal was written in an effort to gain financial support to help eliminate many issues concerning the pool. These include but are not limited to poor conditions of the locker rooms, water leakage in the pool itself, cracking of the ceiling and walls, erosion on pipes and equipment, getting parts for outdated heating and filter system and more. Money spent on utilities alone for this area far outweighs the usage of Missouri Western patrons per day, not including chemicals and lifeguard pay.

• There is a shortage of lifeguards, which affects staffing of the Looney Pool. In an effort to gain more lifeguards, the pay was raised to **$10 per hour** per market demand. There is also a start of a scholarship fund for lifeguards who guard for Missouri Western State University.

• While the end result is positive, the Baker Fitness Center was closed for a 2-week period to install new equipment and flooring. It was a challenge to make arrangements with the YMCA to provide an alternative exercise facility for our patrons during the closed period. However, we have a great working relationship with the YMCA and this project has brought us even closer professionally.

**Professional Development:**

• Wonda Berry attended several web cast this year, as well as a seminar on ADA Standards and Accessible Design which included recreation areas. Missouri Western is **100% ADA compliant** in the area of Recreation Services.

• Wonda Berry was named the 2013-2014 Mentor of the Year from Missouri Western State University International Student Services.

**2013-2014 Goal Review:**

1. To increase the number of students participating in our activities. (complete)

2. Place all bids for Baker Fitness Center to replace flooring, leasing of the aerobic equipment, purchase of strength equipment, mirrors for the MPR room.
   a. This was all completed in phases by May 2014. The finished product with everything in place was finished June 23, 2014.

**2014-15 Goals:**

1. To have pool questions resolved and proceed accordingly. Forums, attracting more guards, guard pay, locker room and pool facilities revamped.
   or
Eliminate the pool, fill in that area and create an area that would cater to students and would be utilized more by individuals or group activities.

2. Based upon financial considerations, we would hire 3 graduate assistants to assist with Intramurals and Baker Fitness Center.

3. Build a storage area to protect the large items that we have purchased this year. (Ex: Ping Pong Tables, camping equipment, and more). Currently they are stored in an area accessible to other departments. Past equipment has ended up broken beyond repair or misplaced due to accessibility of other instructors use without permission.

4. Find out what the students want and move more toward those goals while taking into consideration the community’s needs. How can we as a university and department better serve the students, faculty, staff and still incorporate the needs of the community through programming?

By the Numbers:

- There has been an increase in the number of opportunities for participation in intramurals, resulting in an overall increase of 2,023 participants in 2012-13 to 2,222 participants in 2013-14. This represents nearly a 10% increase in actual student participation. Two additional intramural activities (Ultimate Frisbee and a Men’s Sand Volleyball Tournament) were added which helped to increase the above numbers by 59 participants.

- Fitness classes for the students increased from 587 participants to 988 participants—an increase of about 68%. This included participation in 3 Pilates Classes, 3 Yoga Classes, 2 Zumba Classes, 2 Piyo Classes, and 1 Circuit Training Class.

Recreation Services partnered with International Student Services to offer the “One World Soccer Tournament.”
Recreation Services: Baker Fitness Center

Amy Foley, Baker Fitness Center Coordinator    simpson@missouriwestern.edu

Baker Family Fitness Center  (816) 271-5947    https://www.missouriwestern.edu/recreation/

Mission: In support of a vibrant University community, Recreation Services provides sports and fitness activities, which foster personal development, enhance academic productivity and satisfaction, increase physical and psychological health and encourage social interaction.

In order to accommodate a diverse population, departmental offerings include provision of sports facilities, organized competitive sports programs, individualized activity programs, individualized skills instruction, and experiential education opportunities including leadership options through internships, manager fee waivers and skill oriented positions such as officiating in our sports programs.

Overview: The Baker Fitness Center consists of a free weight room, a multi-purpose room, a Cardio Room, and the Main Floor Area, where one can find Nautilus Machines, HQ line, and free weights. There are men’s and women’s locker rooms available for storage or personal items and showers. The Baker Fitness Center provides Missouri Western State University employees, student, Alumni and Gold Coat Club members a safe, inviting workout environment to engage in physical activity. Exercising helps patrons to relieve stress, burn calories, maintain a desired weight and build self-esteem.

Points of Pride:

- Amy Foley Co-Chaired the Student Health Fair in October 2013 and attended Registration Programs, International Series lectures, and the Career Fair.

- Amy Foley collaborated with Human Resources on the Employee Wellness Fair (October) with an employee incentive program. Employees were enticed to tour the Baker Fitness Center or completed three workouts at the Baker Fitness Center for a reward of $10.

Challenges:

- In June 2014, we closed the Baker Fitness Center for a total of four weeks as a new floor was installed. Accommodations were made for our patrons at the local YMCA as well as for the PED classes being held on campus, with alternative workout options on campus.

Professional Development:

- The Baker Fitness center held a National Exercise Trainers Association (NETA) course in April 2014 with outside patrons coming to our facility to be certified, with certification options for Group Exercise Fitness and Boot Camp.
• Amy Foley attended various health/cooking demonstration classes on campus, hosted by Blue Cross Blue Shield to stay on top of the newest trends in health and wellness.

• Amy Foley attended numerous webinars on various topics throughout the year and attends American Red Cross webinar offerings for updated material in CPR/AED, water safety and lifeguarding.

2013-14 Goal Review:
1. To increase the number of student attendance for Baker Fitness Center. (continuing)

2. To get bids to replace flooring, lease the aerobic equipment, purchase strength equipment and have mirrors installed for the MPR room.
   o This was all completed in phases by May 2014. The finished product with everything, including the floor, was in place and finished by June 30, 2014.

2014-15 Goals:
1. To get new dumbbells and weight plates with the Griffon icon on them. Other pieces of equipment that are on our list to purchase include a Smith Machine, Roman Chair, Upright Row and a set of slam medicine balls (for fitness classes).

2. Graduate assistants to help oversee Intramurals in Looney and the Baker Fitness Center when professional coverage is not available. A graduate assistant in the pool area would also be a huge asset to our department’s programming options.

3. The pool needs to be upgraded. If it is upgraded, implementing increased pool programming. We have a potential to increase our community partnership in the aquatic area with swimming lessons, lifeguarding and other classes. Swimming is a key skill every person should learn and it would be a benefit to everyone involved. With a graduate assistant on board, they could be a key component to making this happen.

By the Numbers:
• The Baker Fitness Center hosted 3,168 MWSU Employees, Students, Alumni and Gold Coat Club users this year (3,267 users in 2012-13). This decrease may be explained by facility closure due to equipment arrival (January 2014) and facility closure for renovation (June 2-30, 2014).

• Total hours in 2013-2014 for Recreation Services were 67,782.59 hours and in 2012-2013 total hours were 54,424.22.

• In January 2014 we received 24 new pieces of Life Fitness cardiovascular exercise equipment that we opted to lease rather than purchase. We had a day of moving the old equipment out as we waited for the new equipment to arrive. We also received 12 pieces of Hammer Strength weight equipment along with a Five Stack Multi Jungle and a Life Fitness Dual Pulley machine.
Official Mission: The Office of Residential Life is committed in providing quality living options, programs and services that support the academic mission of Missouri Western by promoting safety, encouraging student development, and fostering the understanding and appreciation of diversity within our community. In order to carry out this mission we believe in the following principles:

- Providing safe, secure, clean and reasonably priced residential environments conducive to the academic and personal development of the student;
- Providing services, programs and activities, which encourage students to mature intellectually, emotionally and spiritually so as to add value to their community, and society at large;
- Selecting and training professional and paraprofessional staff committed to developing residential communities which emphasize student development principles;
- Providing residential environments that honor human diversity which embrace students as individuals — each with rights and responsibilities — each with unique goals and needs.

Overview: Residential Life offers more than just a place where students study and sleep. The residence hall is a living and learning community designed to help students grow in all aspects of their lives. Our goal is to be an extension of the Missouri Western State University classrooms by being the place where students continue conversations from class, work on group projects, or spend time studying.

Scanlon Hall is a coed building that houses over 300 first time – first year students only. Programming and activities are geared with first year students in mind. Wings are same gender and residents of the opposite gender must be escorted. It was staffed by 15 Resident Assistants (RAs) and transitioned from Susie Schwennen as the Hall Director to Jamie Exline in February. Their highest attended program was the Ugly Sweater Holiday Party.

Leaverton Hall is a coed, suite-style building that houses over 300 first-year, sophomore, junior and senior students. It also offers housing for our student athletes. It was staffed by 6 RAs and RHD Sarah Perry. The staff’s highest attended program was a pool tournament.

Vaselakos Hall is a coed, suite-style building that houses over 300 first-year, sophomore, junior and senior students. It also offers a music/liberal arts wing, international community wing and honors wing. It was staffed by 6 RAs and transitioned from RHD Jamie Exline to RHD Sarah Perry in February. Their highest attended program was Make Your Own Stress Ball.

Griffon Hall is a coed, suite-style building that houses students who have or are attempting 60 credit hours and / or are 21 years of age or older. Over 240 students live in this facility. It was staffed by 6 RAs and supervised by Assistant Director Amy McLaren. Their highest attended program was Board Game Night.
The suites (Beshears, Logan, and Juda Halls) were staffed by 6 RAs and supervised by Assistant Director Amy McLarren. Over 240 students live in these coed, suite-style apartments that house sophomores through seniors. Juda Hall is where the Greek Village is located. The suites’ highest attended program was Drunk Driving Awareness.

**Points of Pride:**
- Residential Life purchased and installed 4 basketball hoops on the basketball court to encourage positive activities for residents.
- A contest was held to rename the C-Store to Max’s Mart to promote university spirit.
- School spirit items were added to the Commons building area to enhance school pride. Examples of this include new seating, a wall display of the fight song, and a Commons building sign in the main windows.
- Casino night was our most successful and highest attended program to date, with over 600 attendees. This was also an excellent collaborative event as many staff and faculty members came out to help.
- RHA implemented several programs on campus as well as purchased items for the halls such as vacuum cleaners.
- A new tradition was started in support of the MWSU vs. NWMSU football game. The bedsheet contest had 37 entries from resident participants.
- MWSU has been participating in the EBI Student Satisfaction Survey since 2004 and once again surveyed students this year as a benchmark for departmental performance.

**Challenges:**
- Community engagement and program attendance in suite style halls
- Facilities upgrades are needed for aging halls (Juda/Logan/Beshears)
- Enforcement of guest policy in Juda/Logan/Beshears
- Reliable functioning of surveillance cameras in halls and parking lots
- Diversity of staff

**Staffing:**
- Nathan Roberts began his duties as Director of Residential Life in January of 2014 when previous Director Mark Stier accepted a position closer to his family in Florida.
- Susie Schwennen, RHD of Scanlon Hall departed in February and was replaced by Jamie Exline.
- Sarah Perry assumed supervision of both Leaverton and Vaselakos. Sarah Perry departed in June.
- Amy McLarren Assistant Director and supervisor of Griffon/Juda/Logan/Beshears assumed responsibility for Programming, Leadership, and departmental training.
- Neil Ross and Kelly Matlack were hired June 23rd. Neil Ross assumed supervision of Leaverton and Vaselakos, Kelly Matlack assumed supervision of Griffon / Juda / Logan / Beshears.

**Professional Development:**
- Sarah Perry and Jamie Exline attended the National ACPA Conference in Indianapolis.
• AD Amy McLarren and Director Nathan Roberts Attended TPE (The Placement Exchange) in Baltimore to recruit for RHD candidates.

• AD Amy McLarren, Associate Vice President Judy Grimes, RHD Sarah Perry, and Director Mark Stier attended MoCPA in Osage Beach Missouri, and presented “The Revitalization of a Res Life Program.”

• Director Nathan Roberts attended the NASPA IV West Summer Board Meeting in Albuquerque New Mexico to help with the planning of the fall regional conference.

2013-14 Goal Review:

1. Increase occupancy of Greek Village to 50 members.
   - Occupancy for Fall 2013 was **29 Greek members** living in the Greek Village.
   - With the addition of new members, occupancy for Spring 2014 was **45 Greek members** living in the Greek Village.

2. Develop collaborative programming within the Division.
   - RHD Susie Schwennen collaborated with Baker Fitness to hold a washers tournament in the fall.

3. Increase in late night/weekend programming.
   - RHA planned specific events to take place on the weekends such as Haunted Halloween.

4. EBI satisfaction survey – be ranked in Sept. in the top 2 positions regionally.
   - We did not rank in the top 2 positions.

5. Open at 90% occupancy for fall 2013.
   - We opened at 91%.

6. Open at 80% occupancy for spring 2014.
   - We opened at 78%.

7. Present as a staff at a local, state and/or national conference
   - AD Amy McLarren, Associate Vice President Judy Grimes, RHD Sarah Perry presented on The Revitalization of a Res Life Program at MoCPA in Osage Beach Missouri.

8. Begin looking at moving Amy to an Associate Director position and relocate to Logan when the coach moves out in May 2014. Move other professional Student Affairs staff downstairs, or continue to investigate GA options.
   - Assistant Director Amy McLarren has moved to Logan and will assume the duties of Commons Desk supervision, programming and leadership oversight, and departmental training and development. All other Student Affairs staff has moved out of the Residence Halls.

9. Expand RHD roles into other areas within the Division for professional development.
   - This expansion did not happen due to staffing changes throughout the year.
10. Submit RA/Leadership class to academic affairs.
   ○ Goal not achieved in 2013-14, is in 14-15 goals.

11. Decrease in drug/violence incidents.
   ○ In process through new policy and conduct sanction guidelines.

12. Increase in proactive programming for safety/drugs/violence.
   ○ In progress through new programming model for RA Staff.

13. Replace living room furniture in Vaselakos and Leaverton Halls.
   ○ This initiative is still being negotiated with west campus.

14. Replace exterior lighting in the Commons.
   ○ This initiative is still being negotiated with west campus.

15. Window dressing in all suites/bedrooms in the Commons.
   ○ This initiative is still being negotiated with west campus.

2014-15 Goals:
1. Recruit a deep and diverse candidate pool of RA candidates to best serve the student population.

2. Develop a programming model with measurable outcomes for student development.

3. Increase the active participation in RHA and colonize an NRHH chapter.

4. Create foundational documents such as manuals and handbooks that support training of staff and consistent management of the facilities.

5. Evaluate the departmental mission to determine if it supports the current student population and make adjustments accordingly.

6. Analyze the common areas in each facility to create more sticky spaces for students.

7. Encourage staff to take advantage of professional development opportunities that support their management of the facilities and development of students.

8. Work with Student Affairs to create a leadership class that explores Student Affairs, student development, Greek Life, SGA, RHA, and the RA position.

9. Developing collaborative efforts with academia and departments outside Student Affairs to promote student success.
By the Numbers:

- Residential Life Staff/RAs documented **605 student conduct violations**. Out of the violations, **405 students** were found responsible.
  - 31% of conduct meetings held in Residential Life are related to drugs, alcohol, assault and harassment.
    - Drug and Alcohol alleged violations: 153
    - Drug and Alcohol related found responsible: 103
    - Assault and Harassment alleged violations: 34
    - Assault and Harassment related found responsible: 18

- As of Fall 2013, there were **642 females** and **575 males** living on campus. In the Spring of 2014 there were **544 females** and **497 males**.

- A total of **251 programs** were conducted in the halls, with over **4500 attendees**:

<table>
<thead>
<tr>
<th>Month</th>
<th>Number of Programs</th>
<th>Number of Attendees</th>
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<tr>
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<tr>
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<tr>
<td><strong>TOTALS</strong></td>
<td><strong>251</strong></td>
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</tr>
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</table>
Mission: Student Affairs is committed to guiding students as they develop the values of civility, respect and character, while also fostering self-awareness, global citizenship and social responsibility. We seek to instill these values to enhance academic success and promote the growth of leaders through divisional programs, services, and individual mentoring.

Overview: Student Affairs is the Missouri Western Division that is focused on enhancing student growth and development through services and outside-the-classroom experiences. It is comprised of three cluster areas: Health and Wellness, Student Development and Student Services.

- Health and Wellness includes services that enable students to positively engage in wellness activities and addresses learning blocks, anxieties and indecision to promote learning, personal development, and good physical and mental health. Specific departments include: Counseling Center, Disability Services, Esry Student Health Center, Recreation Services and the Baker Fitness Center.

- Student Development provides services including a broad range of programs and activities that support the social, cultural and intellectual vitality of campus life. These departments include: Center for Multicultural Education, Career Development, Student Employment, Student Life, Non-Traditional Student Services, International Student Services and Residential Life.

- Student Services includes programs that facilitate and strengthen the campus environment by using collective resources to promote good citizenship and address environmental and personal factors. Judicial Affairs and Student Government Association make up this area.

Points of Pride: The past year has been one of development and creation. We were able to fill our empty staff positions and begin to build programs. Some key accomplishments from the past year:

- We hold Division Directors’ meetings every other week so the entire staff hears announcements and learns of priority projects. All members are encouraged to share information.

- The Student Pulse Group sessions are a way for the Vice President for Student Affairs to meet with representative MWSU students to determine their opinions, perspectives, and experiences on campus. Each Pulse Group varies, with potential questions about the areas of Recruitment / Selecting MWSU; the MWSU Experience; Best Practices and What Needs Work; Campus Involvement; Services and Resources; Academics; Retention; Affording College; and the Surrounding Community. Generally, we’ll talk about the students' thoughts and what they want to discuss.

- The creation of the Missouri Western Speech and Debate team was a huge success. From funding, to travel arrangements and logistics, to an office space and supervision, the overall implementation of creating a team took a lot of dedication from the Student Affairs Office and Coaches.

- The Looney Complex pool research, meetings, forum, and ongoing planning and presentations required collaboration between Recreation Services, Facilities, Administration and Planning, and Athletics. We continue to work together to find a solution that is amenable to the community, our students, faculty, and staff.

- Retention is an ongoing agenda item at the Student Affairs Directors’ meetings. Vice President Meyer serves on the College Completion Team (along with Associate Vice President Grimes). Meyer meets regularly with Director of Admissions, Tyson Schank and First Year Experience Director, Kristen Neely to review policy decisions, assess current retention rates and practices, and help to create new programs and services to help our students progress and graduate.
  - Associate Vice President Grimes developed a retention plan with the Director of the Honor’s program and administered the MYSA in the Spring of 2014 to those freshman honor’s students who began in the Fall of 2013. The MYSA was also administered to freshman student-athletes.

- Dr. Grimes completed Strategic Plan Updates for the 2012-13 year and for quarterly meetings in 2013-14 for the Steering Committee meetings; completed the AQIP Category 3 section on Understanding Students and Other Stakeholders’ Needs.

- Dr. Grimes developed a communications plan for administering and responding to the College Student Inventory (CSI), the Mid-Year Student Assessment (MYSA) and the Second Year Student Assessment (SYSA).

**Challenges:**

- The Division of Student Affairs is small but mighty. An opportunity exists to grow our staff to better assist students. The following positions would help to create more programs, services, and opportunities for students: Greek Life / Leadership Coordinator; First Year Experience Director; Residential Life Education Coordinator; Director of International Recruitment; Non-Traditional / Commuter / Veterans Coordinator; Dean of Students / Title IX Coordinator; Director of Persistence and Retention; Counselor; Green Dot / Intervention Coordinator; External Relations Coordinator (Career Services); Blum Union Director; International Student Services Administrative Assistant; Student Health Center Director; full-time Accommodated Testing Coordinator (currently an MOA).
• Student Affairs units are fortunate to receiving funding from Student Government. However, individual units’ institutional budgets are low. We could use more dedicated support, from student staffing to operating funds.

• The Division continues to see increased federal mandates for issues like Title IX, VAWA, the Clery Act, and more. State-wide mandates for immunizations and screening take additional time and resources.

**Staffing:** In the past year, we hired:

- **Accessibility Resource Center:** Sue Barnes, part-time Testing Coordinator
- **Career Development:** Kay-lynne Taylor, Career Development Director; Brett McKnight, Student Employment Coordinator
- **Center for Multicultural Education:** Latoya Fitzpatrick, Center for Multicultural Education Coordinator
- **Center for Student Involvement:** Dana Heldenbrand, Administrative Coordinator
- **Residential Life:** Kathy Kelly as the new Administrative Coordinator; Nathan Roberts as Director; and Kelly Matlack and Neil Ross as Hall Directors
- **Student Affairs:** Jessica Frogge, Administrative Coordinator for Student Governing Association; Jacob Scott served as an undergraduate student intern for the Student Affairs office.

The following professional staff submitted their resignations for employment opportunities elsewhere:

- **Residential Life:** Mark Stier, former Director; Susie Schwennen and Sarah Perry, former Hall Directors

Additionally, the Green Dot grant, which was a partnership with the YWCA, was not funded, thus ending our partnership and services with the Green Dot Coordinator.

- **Counseling:** Dawn Berryman

**Professional Development:** Shana Meyer serves on the following committees and is involved in the following professional affiliations:

- Missouri Council on Student Affairs
- St. Joseph Allied Arts Council Board Member
- St. Joseph Metropolitan Planning Organization Steering Committee
- Missouri Western Gold Coat Club
- National Association of Student Personnel Administrators (NASPA)
  - NASPA IV-W / IV-E Regional Conference Co-Chair 2016
  - NASPA IV-West Senior Student Affairs Officer Institute Moderator
  - Regional and National Conference attendance

Meyer presented at professional conferences in 2013-2014:


Dr. Judy Grimes serves on the following committees and is involved in the following professional affiliations:
• Named to the Board of Directors of the Greater Kansas City International Visitors Council
• Member of the Board of Directors of the Missouri Western Gold Coat Club
• Member of the Scholarship Appeals Committee and the Admissions and Graduation Appeals Committee

Grimes presented at professional conferences in 2013-2014:
• Day-long Student Success workshops at Tennessee State University and the University of Houston-Clear Lake
• National Conference on Student Recruitment, Marketing and Retention in New Orleans presentation entitled: Strategies to Positively Effect Students’ Desire to Finish College, with Beth Richter.
• Webinar on Retaining Second-Year College Students With Targeted Interventions with Shana Meyer and colleagues from Robert Morris University for Noel Levitz.
• AD Amy McLarren, Dean of Student Judy Grimes, RHD Sarah Perry, and Director Mark Stier attended MoCPA in Osage Beach Missouri, and presented “The Revitalization of a Res Life Program.”

2013-14 Goal Review: The following goals were presented to Vice President Meyer from President Vartabedian. Our team’s progress toward each goal can be seen in unit reports.
1. Promoting “internationalization” in all aspects.
2. Effective residence halls oversight.
3. Enhancing campus-wide engagement.
4. Assisting Academic Affairs on retention and graduation rates.
5. Assisting the Alumni Association, etc., for our Centennial Celebration.
6. Mentoring “student leaders,” for example, for Governing Board appointments.
7. Student affairs personnel accountability.
8. Refinement of student affairs “events.”
9. Other areas of special focus: Multi-Cultural Education, Non-traditional students, etc.
10. Special focus on the Barbara Sprong Leadership Challenge.

2014-15 Goals:
1. Budgets
   a. Identified funding for the Student Health Center
   b. Identified funding for International Student recruitment
c. Identified funding for the Debate team

2. Staffing and Structure
   a. Clear reporting lines and structure
   b. Hiring of the Dean of Students—a full staff team!

3. International Student Services
   a. Focused, strategic recruiting plan in writing
   b. Additional personnel (Administrative Assistant / Assistant Director)
   c. Goal of 200 students by fall of 2015

4. Assessment / Learning Outcomes / Professional Development
   a. A Divisional focus on the Student Affairs mission and learning outcomes for students
   b. Utilization of OrgSync’s co-curricular transcript for retention and learning outcomes
   c. Departmental overview, utilizing the CAS standards
   d. A SA professional development plan for the Division

5. Student Government Association
   a. A continued maturity of their processes; legislation, parliamentary procedure, etc.
   b. Leadership development

6. Relationships / Communication
   a. Further develop parental communication—Facebook page and potential email listserv
   b. Continue with pulse groups
   c. Continue to develop cross-campus collaborations and relationships; strengthen the SA team

The Student Affairs team, Summer of 2013. Many changes have occurred since then!
**Student Affairs: Lost and Found**

**Teresa Crist,** Administrative Coordinator  
crist@missouriwestern.edu  
(816) 271-4432

**Blum Union, 228**  
lostandfound@missouriwestern.edu

**Overview:** The University’s Lost and Found office is located in Student Affairs in Blum 228. Found items are generally kept throughout the semester and into the beginning of the next semester in the Student Affairs front office in Blum Union room 228. Lost and Found office hours are open 8:00 a.m. to 4:30 p.m. Monday-Friday. Anyone locating an item or searching for an item may call to see if it has been turned in or send an email to lostandfound@missouriwestern.edu. Any found items may be turned in anytime during normal office hours. Advance arrangements can be made for after-hour reclamation of specific items.

All items are locked up and cannot be recovered after 4:30 p.m., unless special arrangements have been made with Student Affairs. Special security is automatically placed on cellphones and wallets, and may also be placed on items that Student Affairs deems valuable. Positive ID (i.e., accurate description of the item or items and a picture ID of the claimant) are required to reclaim any recovered item. The Student Affairs staff will try to contact the owners of any lost items if there are any personal identifiers available. Contact is most generally made by sending an email to the student’s Missouri Western email account.

**Points of Pride:**

- Implementation of a new marketing plan to the campus
  - Publication of posters placed around campus
  - Creation of a bookmark that was distributed to students upon arrival with location information
- Creation of a “lost and found” email address
- Creation of an inventory system to assist in tracking items and owners
- Over 100 items were turned into the Lost and Found
- Call-outs and emails by student employees greatly increased the matching of lost items with their owners

**Challenges:**

- Getting students to call or come by to see if their missing item has been turned in (or to pick it up after they have been notified that it is here)
- Getting other campus departments to turn in lost items to Student Affairs in Blum
Mission: The Student Government Association (SGA) at Western is committed to being an advocate for the student body, enhancing campus life and promoting the image of the University. SGA holds itself to the highest standards of: Service, Enthusiasm, Respect, Quality, Freedom, and Courage. As SGA we lead with integrity, listening to the students and serving Missouri Western State University.

Overview: SGA is comprised of three branches:

1. **Legislative Branch:** This is the Senate, comprised of 20 senators. Senators are the primary student voice for all university students. The Senate is the main voting branch of SGA. Senators pass legislation (Notices of Action, or NOAs), by-laws, and constitutional amendments. They also support new student organizations, by recognizing them as a Recognized Student Organization (RSO), and approving funding requests of up to $2000 / year. Additionally, students may request funding for up to $500 / year.

2. **Executive Branch:** The Executive Branch is the leadership, or executive board. 2013-14 leadership consisted of:
   a. SGA President, Katie Sisco
   b. SGA Executive Vice President, Dillon Williams
   c. SGA Vice President for WAC, Tony Dougherty
   d. Director of Finance, Mike Hollander
   e. Director of Communications, Ashley Stegall
   f. Director of Student Relations, Derek Thompson

3. **Activities Branch:** The Activities Branch is Missouri Western State University’s official programming organization, Western Activities Council (WAC). It focuses on bringing a diverse selection of social, educational, recreational, and cultural events to the university, and supports student organizations’ programs through co-sponsorship

Senate Standing Committees are:

1. Financial Oversight Committee, chaired by Mike Hollander
2. Homecoming Committee, chaired by Erin Teel and Ashley Stegall
3. Student Organization Recognition Awards Committee, chaired by Derek Thompson
4. Campus Advancement Committee, chaired by Tyler O’Neill
5. Governmental Relations Committee, chaired by Daniel Hager
**Points of Pride:**

- **Communication:** SGA made several significant changes this year, including moving to weekly meetings and a first / second reading for better constituent communication; members also participated in a fall retreat to plan for the year and get to know each other. Western Activities Council (WAC) moved their office into the SGA suite for better communication and collaboration as a whole.

- **Funding:**
  - **Notices of Action:** SGA helped to financially support many events/projects on campus through legislative funding, such as:
    - Food for tailgating
    - Women’s History Month events
    - 48 Hour film festival
    - Note cards for students to be handed out in the Center for Academic Support
    - New TVs in the food court
    - Rally towels for use at Athletics events
    - Kelley Commons furniture and Blum lobby furniture. SGA was recognized at the dedication and was given a beautiful framed picture of the new area.
  
  - **Student Organization Support / Student Support:** 15 Registered Student Organizations were funded through SGA’s Financial Oversight Committee (FOC). **Fifteen students** received funding to help with expenses to attend conferences or meetings that relate to their major. A sampling of the conferences / trips that were funded include: Big XII, The International Conference of the Wildlife Society, Good Shepherd Mission, American Economic Association Annual Meeting, Jazz Education Network Conference, Missouri Music Educators Association Conference, and some Greek Sororities and Fraternities annual conferences.

  - **Student Success Act:** SGA created a new process in which faculty, staff, students, or student organizations could apply for Student Success Act funding. A committee of faculty, staff, and students reviewed **16 applications**, requesting a total of $680,768.01. After a thorough review, SGA allocated **$518,868 to 12 areas** to help fund initiatives like student labor, area renovations, equipment, and more.

  - **Western Activities Council Co-Sponsorships:** WAC's co-sponsorship committee allocated $25,699.45 in the Fall of 2014 to **10 organizations**; $11,131.45 was used. In the Spring of 2014, WAC allocated $4,840 to **3 organizations**; $1,697.65 was used. The total spent on co-sponsorship for FY14 was $12,829.10. Funding was used for co-sponsored events such as: the Santa for Light up Western with Tau Kappa Epsilon fraternity, "Your Villain, My Hero" with Phi Delta Theta, Day of the Dead with the Spanish Club, "The Cuban Guy" with ALAS and "Black Love" with the Black Student Union.
• **SGA T-Shirt Design Contest:** 11 students submitted T-shirt designs to be voted on by the student body. The winning shirt, designed by student Bre Fleshner, was printed and given away at a home basketball game. 1st and 2nd place winners receive rewards of $100 and $50, respectively.

![2013 T-Shirt Design Winner](image)

• **Advocacy:** SGA representatives attended Great Northwest Days April 7-8, 2014 and the Governor’s Student Leadership Forum on Faith and Values, January 8-10, both in Jefferson City.

• **SGA Week and Heart Your Union:** This year SGA combined SGA Week and Heart Your Union, February 11-14:
  - Monday: ALL students were invited to attend the SGA meeting, with refreshments
  - Tuesday: Get Fit with SGA: Cross-Fit demonstrations and Zumba sessions
  - Wednesday: Casino night (sponsored by SGA). SGA helped at the different tables and interacted with students.
  - Thursday: Heart Your Union, showcasing the student union and campus services, like Student Government, Student Affairs, Student Clubs and Organizations, Greeks, and the Student Union. SGA held activities like a photo booth, massages (provided by the PTA club), cookie decorating, valentine arts and crafts, video games and HIV testing.
  - Friday: SGA E-board and Senate handed out Valentines all over campus to students.

• **Presidents’ Leadership Council (PLC):** The purpose of PLC is to keep SGA and Registered Student Organizations (RSOs) in contact with each other about campus activities, services, requirements, and/or other events. A representative from each RSO must attend each meeting, which is held the first Wednesday of the month during Spring and Fall Semesters. Senate voted to include PLC attendance as an RSO requirement as an addition to the SGA Bylaws.

• **Community Service:** Senate approved up to $2000 to be used to create a memorial for Marty Bachman. Marty was a grounds keeper at MWSU for 33 years. Since Marty spent the majority
of his life serving MWSU and students by keep the campus beautiful, Senate felt it would be appropriate to contribute to a memorial in his honor for their MWSU community.

- **Rush Tickets:** Rush Tickets are tickets purchased by SGA for students to be able to attend a play on campus for free. There are only 25 available each night and are given to the first 25 students who ask for them. Rush Tickets for Spring 2014 totaled $2,860.00 (374 tickets): The Drowsy Chaperone, $1,088.00 (136 tickets), Picasso at the Lapin Agile, $396.00 (66 tickets); and The Producers, $1,376.00 (172 tickets).

- **New Student Organizations:** Senate approved 14 new Recognized Student Organizations.

- **Leader / Scholars:** Students involved in SGA continue to maintain academic excellence:

<table>
<thead>
<tr>
<th>Semester</th>
<th>Semester GPA</th>
<th>Cumulative GPA</th>
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<tbody>
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</tr>
<tr>
<td>Spring 2014</td>
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- **Western Activities Council Programs:**
  - Foam Party over (900 attended)
  - Week of WAC (3 singers and 1 comedian)
  - Spring Concert (SOMO and B.O.B)
  - The Voice (Lashonda Jefferson won and was awarded $1,000)
  - 5 movie nights
  - 5 cosponsored events
  - 2 additional comedians
  - Spring Fashion Show (over 200 students attended)
  - Talent Show (over 250 students attended)
  - Light Up Western (more than 400 attended)

**Challenges:**

- The 2013-2014 President and Vice Chair were campus leaders who had not previously been involved with Student Government. Jessica Frogge, Administrative Coordinator, was also new in her role. With a new advisor, as well, it took some time to get up to speed on processes and have smoothly running meetings.

- As event coordinators, SGA often purchases materials that can be used year after year. An additional challenge is the lack of dedicated storage space for SGA within the Union.

- Additionally, there is a need for student-dedicated programmatic space.
2014-15 Goals:

1. Environmental Awareness
   a. Recycling program, speaking with Aramark about Eco-friendly plates

2. Campus Improvement
   a. More bike racks, update lighting on campus at night, Griffon Nest Canopy around campus (not just at Kelly Commons)

3. Increase Student Involvement / Attendance
   a. Marketing our information, help future student leaders find their place

4. Community Involvement
   a. College Town St. Joe Initiative, facilitate community service, government officials speaking on campus

5. Aesthetics Contribution
   a. Funding Pictures / Memorial-esque around campus, recycling and new trash bins to minimize litter, campus walkways and signs / lights along the paths

6. Encourage Senator Collaboration
   a. Rearranging current committee system; handing out individual projects like a Redbox, Pool improvements, and expansion of Max's Mart
Student Affairs Committee Work

Members of the Division of Student Affairs serve on University-wide and Divisional Committees. The following reports represent the multitude of committees that are chaired by our professional staff, or on which our staff hold key roles:

- 2013 Homecoming
- Americans with Disabilities Act (ADA) Facilities and Grounds
- College Completion Team
  - College Completion Team: Second Year to Graduation
- Committee to Assist Struggling Students (CASS)
- Diversity
- E3: Student Employment Initiative Committees
- Governance Advisory Committee
- International Advisory Council
- International Strategic Enrollment Management
- Non-Traditional Student Scholarship
- Special Events
- Student Commencement Speaker
- Student Health Fair
- Title IX
2013 Homecoming

Isaiah Collier, Advisor

Erin Teel and Ashley Stegall, Chairs

**Official Charge:** The Homecoming chairperson(s) shall be charged with coordinating all Homecoming activities in conjunction with the Center for Student Involvement.

Homecoming is funded by the Student Government Association. The chairs are appointed by the SGA President and approved by the Executive Board and Senate.

Homecoming was held October 6-13, 2013, and the theme was “Griffon Game Changers.” Travis Partridge and Kaitlyn Fisette were voted Homecoming King and Queen.

Committee members were:

- **Chairs:** Erin Teel and Ashley Stegall
- Director of Parade: Alex Saxen
- Director of Pep Rally: Coltin Ridenour
- Director of Awards: Thea Hembry
- Director of Community Service: Kealey Mathieson
- Director of Public Relations: Lauren Prywitch
- Director of Community Relations: Kealey Mathieson
- Director of Royalty: Regena Hatfield
- Director of Community Service: Morgan Lindgren
- Director of Campus Decorating: Clarissa Peterson
- Director of Special Events: Jacob Cunning, Jessica Hazelhorst, and Tess Kram
- Advisor: Isaiah Collier
Events:

Sunday, October 6: Dr. Dennis Atkins 5k and Carnival. This was the first time having an event on Sunday to start the official week; $175 raised to assist students with disabilities.

Monday, October 7: Campus Clue, in which students went to different buildings on campus to get clues to solve the mystery. Guess Who? (faculty / staff senior pictures) and office decorating began.

Tuesday, October 8: Griffon Feud (a game show similar to Family Feud) was played.

Wednesday, October 9: Royalty voting began. Blood drive began—Missouri Western competed against Northwest Missouri State to see which University could collect more blood. MWSU won, with more pints in 2 days vs their 3 day drive. MWSU was awarded Outstanding College by the Community Blood Center.

Thursday, October 10: Royalty voting and Blood drive continues; Battle of Bands.

Friday, October 11: Twister Tournament and BBQ, followed by the Pep Rally (a rain shower delayed the event as it was moved into the Looney complex). Royalty winners were announced.

Saturday, October 12: Parade (over 30 entries), followed by the Tailgate and Football Game.
Americans with Disabilities Act (ADA) Facilities and Grounds

Mike Ritter, Chair

**Official Charge:** The ADA Facilities and Grounds committee is charged with evaluating and monitoring the physical places and spaces owned and operated by the University with regard to compliance with the 2010 ADA Standards for Accessible Design.

**Overview:** Many projects were completed in the 2313-14 year. Primary funding for projects was provided by the MWSU Foundation and the Student Government Association. Committee member, Cori Criger, and her staff in the Instructional Media Center are responsible for the successful implementation of many of these projects. The following is a summary of the projects completed by the ADAFandG Committee for 2013-14:

- In collaboration with the Student Government Association, the Committee requested improvements be made to the parking lot and sidewalks in front of Eder Hall. These improvements resulted in much safer and more accessible parking and pedestrian areas.

- Upgrades were made to furnishings in 14 classrooms, replacing outdated tablet arm chairs with ADA compliant tables and chairs. This was a very good first step in creating accessible classrooms by utilizing the principles of universal design.

- When the wall-mounted televisions in the Blum Union food court were replaced, operable controls were installed within the appropriate reach range to meet ADA accessibility standards.

- When new furniture was purchased for the Blum Union lobby, numerous accessible seating locations were added.

- When the Kelley Commons was constructed, ADA compliant tables were ordered and installed.

- The Braille embosser in Adaptive Technology was replaced with a new machine that is more reliable and has increased our capacity for printing tactile graphics.

- A new CCTV (Closed Circuit Television) was purchased and is used on a regular basis by students with low vision in the Testing Center. This machine allows the user to magnify and adjust the color and contrast of any object placed on the scanner.

- A permanent assistive listening system was installed in the Potter Hall theatre.

- Adjustments were made to computer workstations in all of our computer labs, ensuring there are at least 2 workstations in each lab that are ADA compliant and accessible. Greater accessibility was achieved by rearranging the furnishings in the labs as well.

- Because of the increased demand for captioned videos, an in-house captioning center was created in the Instructional Media Center.

- New desks were installed throughout the Testing Center. Each desk is ADA compliant and each testing room has at least one height-adjustable desk for even greater adaptability when needed.
A new sidewalk was recently completed creating a safe and accessible route between the MWSU campus and the Missouri Department of Conservation on McCarthy Drive where many of our Biology lectures and labs are taught.

Goals for 2014-2015:
1. The committee will continue working with Athletics to improve accessibility at Spratt Stadium.
2. The committee will work on creating a campus accessibility map which will highlight accessible parking, accessible routes and other accessible amenities throughout our campus.
3. The committee will work with the Missouri Department of Conservation to improve access to the pond on their property that is used for field experiments by our Biology Department.
4. The committee, in collaboration with the Biology Department, will explore the possibility of making our nature trails more accessible, where possible, for students, faculty, staff and visitors with mobility impairments.
5. The committee will be working with the University master planning team to increase accessibility and usability throughout our campus. Two initiatives of great importance that will be discussed with the planning committee are:
   o The creation of a University shuttle system that would provide transportation for students with temporary or permanent mobility impairments to any destination on campus. The shuttle system would be available for all students, regardless of disability.
   o Accessibility improvements to the Hearnes Learning Resource Center. Students with mobility impairments face numerous challenges when attempting to use this facility.

Missouri Western staff members and students are already enjoying the new sidewalk that extends from the Missouri Department of Conservation to the Residence Halls, creating a safer, more accessible pathway!
College Completion Team

Shana Meyer (Steering Committee), Judy Grimes (Second Year to Graduation Sub-Committee Co-Chair)

https://sites.google.com/a/missouriwestern.edu/college-completion-team/home

Official Charge: The Missouri Western State University College Completion Team was formed in March 2014 in an effort to:

1. Increase campus involvement in conversations around persistence, progression and graduation.
2. Enhance student success, satisfaction and engagement.
3. Create efficient work groups to ensure multiple initiatives can progress simultaneously.
4. Allow conversations to be focused and intentional.

Members of the Division of Student Affairs served on the following Sub-Committees:

- Steering Committee: Shana Meyer, Judy Grimes, Nathan Roberts
- Academic Advising and Support: Wonda Berry, Isaiah Collier, Amy Foley
- Academic Recovery: Vincenza Marash, Steve Potter
- First Year Experience (FYE): Amy Mclarren, Latoya Fitzpatrick, Shana Meyer
- Milestone and Cohort Management: Isaiah Collier
- Second Year to Graduation: Judy Grimes (Chair), Isaiah Collier, Nathan Roberts, Jacob Scott, Dave Brown, Minerva Correa Torres
- Student Services and Financial Security: Jamie Exline, Chris Booher, Amy Kotwani

To date, the following proposals have been vetted through the process. Their status is indicated in parenthesis after each proposal title. More information on each may be found on the College Completion Team website.

1. Walk-in and Late Registration Policy for First-Time Freshmen (approved by Cabinet 5/19/14)
2. Cohort Adjustment Policy (approved by Deans’ Council on 6/2/14)
3. Freshmen Advising Proposal—Summer 2014 (Approved and being implemented)
4. New Transfer Advising (Approved and being implemented)
5. Payment Plan Proposal (Approved and being implemented)
6. Retooling the “August Push” Program and Walk-In Registration (Approved and being implemented)
**College Completion Team:** Second Year to Graduation

Dr. Judy Grimes and Dr. Cossette Hardwick, Co-Chairs

**Charge:** The Second Year to Graduation College Completion Team Subcommittee shall:

- Develop and implement a plan for supporting student progression from second year to graduation.
- Create on-going assessment processes to evaluate initiatives implemented.

The committee consists of members: Dr. Mike Lane, Isaiah Collier, Nathan Roberts, Jacob Scott, Elaine Bryant, Dr. Teddi Deka, Marilyn Baker, Dr. David Marble, Dave Brown, Minerva Correa Torres, Eric Kramer, and Sandy Samuel.

To date, major discussion topics have centered around three areas: What to do when students don’t get into their major (including things to do way ahead of this time); Strategies for the 531 students who returned in the Fall of 2013 who started in the Fall of 2012 but are not yet enrolled for Fall 2014; (Update list for those who dropped out this spring and create strategies to reach them.); and a review of the research and model programs.

The Action Items completed in 2013-2014 are:

1. Developed a plan with the Honor’s program to give the Mid-Year Student Assessment (MYSA) and the Second Year Student Assessment (SYSA) and analyze the results. The Director met with students identified in need of assistance. (These two assessments follow-up on the College Student Inventory that is given to freshmen at Griffon Edge.)

2. Provided the MYSA and will offer the SYSA to student-athletes with follow-up handled by the Associate Athletic Director for Academic Support.

3. Provided the opportunity for second year students in the Fall of 2013 to take the SYSA with email follow-up regarding resources such as the services offered by the Career Development Center if that is what they had requested. This will again be administered in the Fall of 2014.

**Goals for 2014-15:**

1. Finalize the plan for 2014-15 for services and support to enhance the success of students moving from the second to the third year.
2. Include plans for third to fourth year.
3. Include plans for students ready to graduate except a final course.
4. Develop a contact strategy with second year students including collaboration with alumni.
5. Develop ongoing data needs and how that data will be provided to the group.
Committee to Assist Struggling Students (CASS)

Harold David Brown, Chair

Official Charge: To maintain a safe and supportive campus environment for students, faculty, and staff by identifying individuals at risk and developing positive, consistent strategies for intervention.

Overview: The Committee to Assist Struggling Students (CASS) met six times during the past year to identify individuals of concern and work toward establishing strategies for intervention. The committee has regular attendance from representatives from several departments on campus, including counseling, campus police, residence life, health services, risk management, business office, financial aid, student success office, and disability services. There was also periodic representation from faculty depending on the specific individuals discussed.

Goals for 2014-2015:
1. Expanding the number of campus departments attending the meeting.
2. Melding the committee functions with the established Banner program.
3. Addressing the appropriateness of having counseling center personnel chair the committee due to the restraints of confidentiality.
4. Utilize the CARE component from ADVOCATE to record students of interest that need to be tracked.
5. Increase the number of meetings to weekly or bi-weekly as appropriate.
6. Consider membership in NaBITA (National Behavioral Intervention Team) and attending national conferences and other training opportunities.
Diversity

Latoya Fitzpatrick, Chair

**Official Charge:** To ensure that diversity, in all its forms, is respected and valued by fostering an atmosphere of inclusion.

The Diversity Committee was created in the Spring of 2014. The group met three times before the end of the semester and throughout to summer to develop goals and objectives, and to develop a plan to achieve our goals for the upcoming year. To date, the committee has created objectives to achieve each of our goals; created a Press Release to get information out to the campus and the community; and identified key programs and people that will enhance the committee.

Members of the Diversity Committee are:

- Dr. Judy Grimes, Associate VP for Student Affairs and Dean of Students
- Kristen Neeley, Assistant Director of New Student Programs
- Hassan McGaughy, Missouri Western Police Officer
- Lavell Rucker, School Social Worker at Central High School
- Jamie Exline, Residence Hall Director
- Amy Kotwani, International Student Services Coordinator

**2014-15 Goals:**

1. We are here to serve our campus and community by reviewing policies and procedures for inclusive language and practices.

2. We seek to encourage our campus to respect and embrace diversity by infusing academic curriculums with diversity and inclusion.

3. We promote cross communication within the University to enhance our committee.

4. We are committed to quality diversity and inclusion initiatives on campus and in the community.

5. We are committed to retaining students and persisting them graduation.

6. We are enthusiastic about diversity and helping others understand the importance of diversity.
E3: Student Employment Initiative Committees

Kay-Lynne Taylor, Chair

Charge: The Student Employment Initiative began as a directive from the University President to provide more consistent customer service to students and constituents from our campus student employees. In trying to accommodate this request, the need for more thorough training, policies, and foundational understanding of campus and student employee needs were discovered. From those initial discussions, Kay-lynne Taylor has developed a committee structure for process improvement. Four committees will address the concerns: The Student Employment Steering Committee; Internal Employer Advisory Committee; External Employers Advisory Committee; and the Student Employment Committee.

Overview: E3 is the Title of the Student Employment Initiative and the committee structure which encompasses the critical key areas of a university-wide, decentralized Office of Student Employment; Human Resources, Business Office, Financial Aid Office. E3 represents the striving for an Exemplary Employment Experience. The organizational structure is a grouping of committees designed to review process, implement improvements, streamline procedures, cultivate points of efficiency and customer/user effectiveness.

An equally important focus of E3 is to implement accurate tracking, ensure university-wide usage of an online employment Management database, GriffonLink, incorporate compliance and federal law mechanisms, assist with the FWS Community Service compliance, and implement effective training based on CAS, and other national standard best practices. E3 is the multi-year (3 year) program for student employment opportunities on and off campus to students, occurring simultaneously with MWSU’s student retention and time to graduate strategy planning/College Completion Team initiatives. On an open enrollment, commuter campus, where most students are employed either full or part-time while enrolled, creating jobs on campus enables them to earn money while they learn, it strengthens their relationships with university faculty and staff, and adds greater unity to their educational experience. E3 promotes Missouri’s Applied Learning philosophy and promotes learning outcomes which connect to the MWSU values and the support of customer service, and other employability training for students.

The Student Employment Steering Committee meets semiannually as a process improvement team to ensure connection to assessment and retention strategies. Kay-lynne Taylor and Kristin Neeley are the Co-Chairs for the Steering Committee, oversight body for the E3 committee and involvement structure. The structure is designed to provide opportunities for involvement to as many MWSU stakeholders and student employment constituents as possible. Original committee members were Kristen Neeley, Kim Weddle, Marilyn Baker, Sally Sanders, Dan Eckoff, Melissa Kramer, Kay-lynne Taylor, and students Ariana Rick, Jacob Cunning, Cassey Sobaski, and Laura Courtney.

The Internal Employer Advisory Committee meets quarterly to assess processes and procedures developed by the Student Employment Committee, provide oversight of the student employee training, and supervisor training modules also developed by the Student Employment Committee. Nathan Roberts and Tom Williamson co-chair; original committee members were Dillon Harp, Nathan Roberts, Carol Hare, Lisa May, Thomas Williamson, Cynthia Spotts-Conrad, Les Parnell, Cherie Gemmell, Patricia
Adkisson, Minerva Correa Torres, Craig Darrough, and one student member.

The External Employers Advisory Committee meets annually (or as needed) to assess job location development (JLD) status for federal work-study program reporting and employer engagement for the University. Kay-lynne and Peggy Ellis are the Co-Chairs for the External Employer Relations Committee. Original committee members were Marilyn Baker, Kay-lynne Taylor, David Lau, Shana Meyer, and 3 external employers.

The Student Employment Committee meets monthly to develop procedures, develop and update processes, implement assessment tools, and implement training modules for employees and supervisors. Brett McKnight and Deatra Tyler are the Co-Chairs for the Student Employment Committee, the primary working committee for the ongoing development, evaluation and assessment for student learning and applied learning outcomes with regard to the entire student employment [process at MWSU. Original committee members were Rene Hill, Jessica Hill, Deatra Tyler, Chris Booher, Sarah Perry, Jesse Rice, Derek Evans, Shelley Scott, Alicia Otto, Chris Booher, Jessica Frogge, Amy Kotwani, Tracy Sharp, Brett McKnight, and Jake Edwards, student.

2014-15 Goals:

1. Centralize the advertising of all (temporary) student employment positions, internships and co-ops for undergraduate and graduate students in the GriffonLink system and “brand”/promote GriffonLink to imbed this resource into the vernacular of MWSU.

2. Promote to the University, students and to the St. Joseph community the ways that MWSU students can assist via jobs opportunities as a result of the federally regulated, Financial Aid Federal Work-Study Community Service program called; Learn, Serve, Change the World.

3. Enhance student employment experiences beyond general support functions in order to provide meaningful work experiences that are tied to learning outcomes and job expectations and which can be evaluated 1 – 2 times per year using a standardized student employment evaluation which ultimately translates the applied learning experience well into each student’s career goals and employability skill set.

4. Increase student employment opportunities by: (1) refraining from cutting student employment whenever possible, (2) evaluating department budgets and workload needs to see if any student employment positions can be created, (3) making it a practice to consider hiring students for temporary appointments not normally filled by students and ensuring, per federal regulations, that student employees are NOT hired in lieu of a full-time employee, (4) considering measurable ways student employment positions could help departments achieve their goals for improvement of services and aiming toward cost-savings measures for the University where possible.
Governance Advisory Committee

Shana Meyer, Member  https://www.missouriwestern.edu/acadaff/gac/

Charge: The Governance Advisory Committee reviews proposals that will create new policies or procedures or modify current policies or procedures. The purpose of the Governance Advisory Council is to facilitate communication with the University.

Overview: Student Affairs members of the Governance Advisory Committee are: Shana Meyer, Vice President for Student Affairs and the Student Government Association President and Vice President.

Key Student Affairs policies that were passed in 2013-2014 are:

- **GAC #13-10: Updated Syllabus Statement** for students seeking accommodations. This proposal was signed by the President on March 10, 2014.

- **GAC #13-14: Tuberculosis Screening Policy**, mandating screening for all faculty, staff, and matriculating students. This proposal was signed by the President on April 17, 2014.

- **GAC #13-27: Student Code of Conduct, 2014-2015**, an updated version of the previous year’s Student Code of Conduct and judicial processes. This proposal was signed by the President on June 24, 2014.
International Advisory Council

Amy Kotwani, Chair

**Charge:** The International Advisory Council meets to brainstorm ways to provide support for MWSU’s international student population and help increase our international student numbers.

The International Advisory Council historically was made up of faculty and staff from across campus. Invited members for 2013-14 were:

<table>
<thead>
<tr>
<th>Name</th>
<th>Department / Community</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adkins, Kaye</td>
<td>Professor of English, Director of Graduate Studies</td>
</tr>
<tr>
<td>Bausset-Page, Ana</td>
<td>Assistant Professor of Spanish</td>
</tr>
<tr>
<td>Bensyl, Stacia</td>
<td>Professor of English</td>
</tr>
<tr>
<td>Bryant, Elaine</td>
<td>Student Success and Academic Advising Director</td>
</tr>
<tr>
<td>Buhman, Laura</td>
<td>Development Officer</td>
</tr>
<tr>
<td>Caldwell, Benjamin</td>
<td>Graduate School Dean</td>
</tr>
<tr>
<td>Chiao, Michael</td>
<td>Assistant Professor Business</td>
</tr>
<tr>
<td>Choi, Paul</td>
<td>Assistant Professor of Recreation</td>
</tr>
<tr>
<td>Dawson, Corla</td>
<td>Assistant Dean of Student Academic Support Services, Director and Writing Coordinator</td>
</tr>
<tr>
<td>Dickerson, Kay</td>
<td>ESL/TESOL</td>
</tr>
<tr>
<td>Edwards, Matthew</td>
<td>Associate Professor and Director of Keyboard Studies</td>
</tr>
<tr>
<td>Ellis, Peggy</td>
<td>Director, Non-credit Programs, Business and Industry Training</td>
</tr>
<tr>
<td>Grimes, Judy</td>
<td>AVP for Student Affairs</td>
</tr>
<tr>
<td>Hennessy, Susie</td>
<td>Professor of French, Foreign Language Coordinator, Summer Study in France Director</td>
</tr>
<tr>
<td>Katz, Joanne</td>
<td>Professor of Legal Studies</td>
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<tr>
<td>Kotwani, Amy</td>
<td>International Student Services Director</td>
</tr>
<tr>
<td>Madupu, Vivek</td>
<td>Assistant Professor, Craig School of Business</td>
</tr>
<tr>
<td>Meyer, Shana</td>
<td>VP for Student Affairs</td>
</tr>
<tr>
<td>Murray, Mallory</td>
<td>Director of Pub Relations/Marketing</td>
</tr>
<tr>
<td>Nabors, Murray</td>
<td>Dean of Liberal Arts and Sciences</td>
</tr>
<tr>
<td>Ottinger, Mike</td>
<td>Professor of Physics and Chair of CSMP</td>
</tr>
<tr>
<td>Potter, Steve</td>
<td>Counselor, International Student Advisor</td>
</tr>
<tr>
<td>Roever, Carol</td>
<td>Interim Dean of Steven L. Craig School of Business</td>
</tr>
<tr>
<td>Samuel, Sandy</td>
<td>Advising Coordinator</td>
</tr>
<tr>
<td>Stier, Mark</td>
<td>Director, Residential Life and Housing</td>
</tr>
<tr>
<td>Sweiger, Jamie</td>
<td>Assistant Director of Admissions, Operations</td>
</tr>
<tr>
<td>Tarun, Prashant</td>
<td>Assistant Professor, Steven L. Craig School of Business</td>
</tr>
<tr>
<td>Tushaus, Dave</td>
<td>Professor of Legal Studies, Department Chair</td>
</tr>
<tr>
<td>Vartabedian, Laurel</td>
<td>Community Member</td>
</tr>
</tbody>
</table>
ISS is in the process of changing the Council’s membership to create a group comprised of St. Joseph community members. The International Student Services Director has been networking with people in the community and reviewing what other schools do to engage the community.

2014-15 Goals:
1. For the next school year, ISS would like to finish looking for members and begin meeting regularly with the community group.
International Strategic Enrollment Management

Shana Meyer and Tyson Schank, Co-Chairs

**Charge:** The charge to the International Strategic Enrollment Management Committee (ISEM) is to provide a forum for representatives from MWSU’s Divisions of Academic Affairs, Student Affairs, Administration and Finance, and the Western Institute to identify challenges and issues, discuss strategy and operations, and propose recommendations and guidelines to Cabinet for improving the management of the institution’s international partnerships and arrangements for the delivery of international learning experiences.

To that end, the Committee will:

- Review current international practices and policies to ensure best practices and a strategic process by which students will be recruited and retained
- Research best practices in the field of International Education, to include internationalization of the campus
- Recommend institutional policy
- Review and recommend partnerships, MOUs, articulation agreements, and faculty recruitment proposals

Through the implementation of these charges, the group will work to create a strategic approach to the recruitment and retention of international students to Missouri Western State University.

Committee membership is comprised of: Tyson Schank, Associate Dean of Enrollment Management / Director of Admissions; Shana Meyer, Vice President for Student Affairs; Amy Kotwani, International Student Services Director; Murray Nabors, Dean of Liberal Arts and Sciences; Ben Caldwell, Dean of the Graduate School; Mei Zhang, Assistant Dean; Gordon Mapley, Dean and Executive Director of the Western Institute; and Tina Washburn, International Admissions Director.

To date the committee has:

1. Created a “Quick Hit” list of recommendations to make internationalization efforts at Missouri Western more attainable and streamlined. These became our 2013-2014 goals (see below).
2. Hired an international recruitment consultant to review our processes and provide recommendations.
3. Created a list of MWSU internationalization definitions, inclusive of terms such as affiliations, CPT, dual admission, exchanges, F-1 Visas, and more.
4. Reviewed all international partnerships and agreements and stored them in one location.
2013-14 Goal Review:

1. Streamline campus globalization efforts.
   a. By way of meeting with all parties involved in internationalization, communication has increased, and efforts are underway to create efficiencies.
   b. ISEM is in the process of creating / reviewing all policies regarding internationalization efforts, to be combined in an ISEM Handbook. This Handbook will include definitions, to ensure all MWSU faculty and staff are speaking of the same concepts, rather than using interchangeable terminology.

2. Create an International Student Office in Blum using existing funds.
   a. Funds were received through the Student Governing Association’s Student Success Act to create an ISS Office in Blum Hall. Plans are currently being developed, with construction to begin in the Fall of 2014.

3. Review and make recommendations on which associations to continue membership dues.
   a. Complete.

4. Cease all MOUs that have yet to be signed until strategic direction can be determined and review all existing MOUs for possible retraction.
   a. All MOUs have been reviewed. We will vet these through the committee to create similar language in each as they are being developed.

5. Discontinue Hot Courses subscription.
   a. Complete.

6. By November 1, set-up a best-practice visit with University of Northern Illinois (or other leader in internationalization field).
   a. Instead, we hired Ian Little of CDB Consulting, who will soon have a report for us.

7. Recruitment efforts:
   a. Focus more recruitment efforts on domestic community colleges and prep schools with large international student populations.
   b. Focus more recruitment efforts on IB schools abroad.
   c. Utilize Dirk Clark’s offer to visit the Embassy in Washington, DC during his monthly visit.
      i. All are continuing goals, reinforced by the Consultant.

8. Require faculty traveling abroad for recruitment to set-up a meeting with Amy and Tina prior to departure to review pre-departure recruitment checklist.
   a. ISEM continues to work on the checklist and promoting this opportunity to faculty and staff.
   b. Set-up a guidelines for finding funding for these trips (criteria for funding, funding formula, etc.).
**2014-15 Goals:**

1. Streamline campus globalization efforts through continued ISEM meetings and finalizing the ISEM Handbook.

2. Finalize plans for the International Student Services Office in Blum Union.

3. Review potential new MOUs as the possibility to develop them occurs.

4. Review Ian Little’s consulting report and implement key strategies.

5. Hire an International Recruiter to focus on University recruitment efforts:
   a. Focus more recruitment efforts on domestic community colleges and prep schools with large international student populations.
   b. Focus more recruitment efforts on IB schools abroad.
   c. Utilize Dirk Clark’s offer to visit the Embassy in Washington, DC during his monthly visit.

6. Finalize the faculty recruitment checklist and pre-departure meeting policy / guidelines for funding. Market the opportunity.
Non-Traditional Student Scholarship

Minerva Correa Torres, Member

**Charge:** Review applications and award scholarship funds for the following nontraditional student scholarships:

- Thad and Jeannetta Danford (1)
- Mignon DeShon Scholarship (1)
- Doris Dawson Scholarship (1)
- Rod and Anne Fletcher Single Parent Scholarship (several)
- Mildred Gumm Scholarship (1)
- Hiller Family Scholarship (several)
- Eugene and Peggy Juda Family Scholarship (several)
- Wilfred H. and Mary Kisker Scholarship (several)
- Lingle Family Scholarship (several)

The Committee does not have an official chair; committee members are: Mike Ritter, Teresa Crist, and Minerva Correa Torres.

Award information is sent to Jennifer Riley at the MWSU Foundation once the committee agrees on the recipients for each scholarship. Alternates are listed in case a student fails to register or if they do not meet the specific criteria for the scholarship.

**2014-15 Goals:**

1. Streamline the award process by developing simple guidelines for selecting scholarship recipients. All students listed on the database under each scholarship meet the requirements and are eligible for the scholarship. However, every now and then a non-eligible candidate slips into the list of candidates. It is up to the committee to spot any inconsistencies.

2. The committee must agree to prioritize the criteria for narrowing down the list of applicants with a more in depth review of the smaller group. In past, GPA and financial aid were considered in order to narrow down the list. This is particularly important for scholarships that have 85+ applicants.

3. Capping the awards to a lower number of recipients will increase the impact of the funds. Furthermore, agreeing on equitable awards will expedite the award process.

4. The committee will need to agree to cap the fund amount awarded for scholarships that have several thousand. All the students have stories and are obviously in need but having guidelines and capping the awards will assist the committee to work through the process more efficiently.
2014-2015 Nontraditional Student Scholarships

Mignon DeShon:
  John Rupp, $510
  Alternate: Paula Sullivan

Doris Dawson Scholarship:
  Stephen Robbs, $80
  Alternate: Susan Fierro-Baig

Wilfred and Mary Kisker Scholarship
  Wende Hughes, $420
  Alternate: Jennifer Kepner

Lingle Family Scholarship
  Kathleen Mires, $1,195; Denis Maiyo $1,195
  Alternates: April Beauford and Matthew Reid

Eugene Juda Family
  Hillary Daniel, $800; Tiffany Adams, $800; Elizabeth Rivera, $800; Wende Hughes, $380;
  Yavonna Mitchell, $800; Michelle Graham, $400; April Beauford, $200; Trent Shupe, $260;
  Ntahoturi Etienne, $280; Debra Schoonover, $280
  Alternates: Teresa Griffith and Erika Martinez

Hiller Family Scholarship
  John Rupp $1,745; Paula Sullivan $2,255; Mark Sowell, $2,000; Elizabeth Sprung $2,000

Fletcher Single Parent Scholarship
  Melendez Lisa, $800; Leslie Cox, $800; John Sowards, $800; Peyton Mobley, $800; Ana
  Stufflebean, $800; Michelle Graham, $800
  Alternates: Ashley Buzzard and Lucky Tovey

Mildred Gumm Scholarship
  Ntahoturi Etienne, $455
  Alternate: Ian Johnston

Thad and Jeannetta Danford Scholarship
  April Beauford, $450
  Alternate: Michael Roades
Special Events

Judy Grimes, Chair

**Official Charge:** To enable all university units to effectively plan, administer and communicate events in a safe and efficient manner, ensuring that all parties are following university policies and procedure. The purpose of the group is to ensure that all critical parties who are involved or impacted by events, meet on a bi-weekly basis and look at requests for events and details of already scheduled events. This group is also a sounding board for new policies such as the late-night events policy. This committee assists us in providing coordinated services to our students, faculty, staff and community members.

Members of this group include representatives from: Academic Affairs, Admissions, Alumni Services, Athletics, Conferences, First Year Programs, International Student Services, Physical Plant, President’s Office, Public Relations and Marketing, Residential Life, Recreation Services, Risk Management, Scheduling, Student Affairs, Student Government Association, Technical Operations, University Advancement, University Police, Western Institute.

To date, the following outcomes have occurred due to this Committee’s actions:
- Discussions held to ensure that appropriate policies and procedures are in place to facilitate a wide variety of events sponsored or hosted by the University
- Ongoing dialogue regarding scheduling of events to ensure a safe environment, possible conflicts with potential events, whether current staff are able to handle all logistics for multiple events or events taking place back-to-back on weekends, and issues related to the late night events and event cancellations
- Reviewed any updates related to the Walter Cronkite Memorial and WCM parking for visitors
- Discussed the relocation of numerous student events that are usually held at Spratt Atrium that could be held in the Remington Atrium
- Discussed the timeline when the University Police are needed to provide security for events
- Developed strategies for the coordination of tailgating for football games
- Developed procedures for Homecoming to better plan for inclement weather for outdoor events and processes to provide notification of changes in location or cancellation of events
- Discussed advance information and planning for Centennial Events that will occur in 2015

**2014-15 Goals:**
1. Update procedures for equitable space allocation for student events.
2. Continue coordination of tailgating for football games.
3. Discuss details related to the Centennial celebration.
5. Refine the OrgSync process for student organizations as they schedule events.
Student Commencement Speaker

Shana Meyer, Chair

https://www.missouriwestern.edu/acadaff/commencement/speaker-nomination-for-commencement/

**Charge:** The Student Commencement Speaker Committee is charged with publicizing the Commencement Address opportunity to graduating seniors; collecting nominations; and vetting the nominations to arrive at a selected Student Commencement Speaker.

**Overview:** The Vice President for Student Affairs (VPSA) will send a call for Student Commencement Speaker nominations in early March to faculty, administrators, and staff, requesting names of seniors who should be considered as a class representative to speak at Commencement ceremonies. Beginning in April, the committee meets with each nominee, hearing their speech. A rubric is used to evaluate the presentations, based on purpose, clarity, tone, volume, complete thoughts, formal, eye contact, gestures, and timing. The recommendation is made to the President, and the student attends a practice session with the President. The selected student then attends Commencement practice, and sits on the stage at Commencement.

5 students were nominated for the honor of speaking at the Spring 2014 Commencement. Each student graduated in the Spring, and the nominees collectively maintained a 3.534 average GPA. The nominees were: Derek Thompson, Vocal Music major; Lauren Prywitch, Communications; Jacob Scott, Political Science; April Buntin, Accounting; Katie Walkup, English.

The chosen Commencement speaker was Derek Thompson. Derek graduated with a Vocal Music degree and was involved in /as: Phi Sigma Kappa, Vice-President; SGA Director of Student Relations; Concert Chorale Member; Theater Productions; Resident Assistant; SHO President; Renaissance Singers/Chamber Singers Member; Alpha Chi Member; and the WAC Talent Show Winner. His topic was “Individuality / Finding Inspiration.”
Student Health Fair

Amy Foley, Member

**Official Charge:** To provide an educational event for MWSU students to become more health conscious about the overall health topics and how it affects them on a personal level.

The Student Health Fair Committee was comprised of Amy Foley, Angie Beck, Marti Burri RN, and Chris Campbell FNP. We had **34 booths** set-up for the event, and approximately **40 volunteers** (primarily nursing students) helping out throughout the event. Approximately $6,500 was spent on providing free testing, free t-shirts, and food.

**Goals for 2013-14:**
1. To provide students various screenings to see where the student was at currently for their health.
   a. We provided blood work, blood pressure, height, weight, vision, dental and fitness assessments for students to take advantage of in order to assess their current health status.

2. An attendance goal of 300.
   a. We achieved that goal with a little over **300 students** attending the one day event.

**Goals for 2014-2015:**
1. Having 400 students attend the one day event.

2. We also hope to offer more health screening opportunities for students including a dermatologist for skin screenings, hearing checks and other health opportunities students do not normally seek out.

*Angie Beck assists student Gilbert Imbiri at the Student Health Fair.*
Title IX
Shana Meyer and Sally Sanders, Co-Chairs

Official Charge: Pursuant to Title IX of the Educational Amendments of 1972 and 34 C.F.R. Part 106, Missouri Western State University's Title IX Coordinators are the designated representatives of the University with primary responsibility for coordinating University Title IX compliance efforts. The responsibilities of these appointed positions are critical to the advancement, execution, and monitoring of University-wise efforts to comply with Title IX legislation, regulation, and case law.

Overview: The Title IX Coordinator is the University agent who is charged with the responsibility to oversee and monitor Title IX related policies and developments; the implementation and oversight of grievance processes and procedures, including notification, investigation and disposition of complaints; provision of educational materials and training for the campus community; conducting and/or coordinating investigations of complaints received pursuant to Title IX; ensuring a fair and neutral process for all parties; and monitoring all other aspects of the University's Title IX compliance.

The University President, Dr. Vartabedian, signed the Title IX Coordinator and Deputy Appointment letter on June 14, 2014, with Sally Sanders, Director of Human Resources and Shana Meyer, Vice President for Student Affairs, being named Missouri Western State University's Title IX Coordinators. The following individuals have been appointed Deputy Title IX Coordinators:

- Associate Vice President for Student Affairs
- Director of Residential Life
- University Risk Manager
- Chief of the University Police Department
- Director of the Counseling Center
- Assistant AD Compliance/ Academics
- ROTC SHARP Coordinator
- Assistant Dean, Student Development
- Provost
- Faculty Member (1)
- Director of First Year Experience

Led by the Title IX Coordinators, the Deputy Title IX Coordinators will serve as the "task committee" responsible for managing the policies, education, and prevention programming associated with this legislation. Additionally, they will be responsible for the day-to-day responsibilities associated with the gender-based misconduct for students, faculty and staff within their division, with particular emphasis on the investigation of cases involving gender-based harassment, intimate partner violence, sexual assault, sexual harassment and stalking. The deputy coordinators will serve in a supporting role to the Title IX Coordinators as the initial point of contact for concerns, assist in conducting a prompt and thorough investigation, and acts as a liaison to the Title IX Coordinators.

The Title IX Coordinators will have the ultimate responsibility of overseeing all Title IX complaints, and submitting the written report of finding(s) and recommendation(s) for disciplinary and/or corrective action to the Missouri Western State University President.

Dr. Judy Grimes called the first Title IX Committee meeting to order on June 10, 2014. The following were in attendance: Shana Meyer, Sally Sanders, Judy Grimes, Nathan Roberts, Amy McLarren, Sandi Berg, Dave Brown, Jon Kelley, Eric Kramer, Tim Kissock, and Kimberly White. The team discussed the
background of Title IX; the charge for the group; how we can collaborate with the ROTC Program; and reviewed the Title IX / VAWA task list.

2014-15 Goals:
1. Continue to meet regularly with the committee to determine campus needs.

2. Provide comprehensive Title IX training for Coordinators and Deputies.

3. Provide education for all faculty, staff, and students regarding Title IX issues.

4. Address all items on the Title IX task list.
Student Affairs—THANK YOU

Thriving communities

Helping spirits, in good times and times of challenge

Abundant energy and excitement

Nightly rounds, encouraging words, programs, and development

Kindred souls working to shape lives

Young at heart, wise in spirit

Offering time, talents, advice & inspiration

United through the University

--Shana Meyer, July 2014