

## **Division of Student Affairs Key Strategic Areas of Practice 2024-2025**

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

### **Commitment to Student Success**

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

#### **Admissions**

- ❖ **Goal:** Design and implement a new recruitment day focused on majors within two additional colleges.

**Outcome:** We implemented a Social Sciences day within the College of Arts, Humanities, and Social Sciences. We also implemented a “Business Student for a Day” in the Robbins College of Business and Entrepreneurship to strengthen recruitment initiatives in these two colleges.

**Status:** Social Sciences Day – 28 students attended. Business Student for a Day – 33 students attended.

#### **Early College Programs**

- ❖ **Goal:** Provide a rigorous and unparalleled early college experience, which fosters student success (academically, professionally, socially, and emotionally).

- ❖ **Status:**

- The Early College Program team maintains its commitment to strategic and purposeful academic guidance. During the initial month of each academic term, we implement a systematic academic monitoring protocol to pinpoint students experiencing challenges. These identified students participate in mandatory weekly consultations with their assigned academic counselors to create and sustain personalized achievement strategies. This intervention aims to enhance semester-long academic performance while connecting students with campus-based educational resources and support networks.
- Early College Programs continue to provide Junior Research Seminar for all incoming juniors, both domestic and international. Juniors are required to take this course during the fall semester of their junior year for one credit hour. The goal of the course is to help students develop key skills and knowledge that will assist with the successful transition from high school to college. KAMS/AMS staff

members teach the course throughout the semester. Juniors meet twice a week during the first 8 weeks of the semester. Doing so provided our support staff with more time engaging and interacting with students during the critical first few weeks of their early college experience. This contributes to increased retention and decreases the chances for students leaving the program within the first few weeks.

- Three years ago, KAMS/AMS expanded course options in math and science, creating greater curricular flexibility. This change ranks among the most impactful modifications in program history. The adjustment responded to years of consistent feedback from students and families through Docking Institute reports requesting increased course selection and academic autonomy. Following implementation, we observed positive outcomes in student mental health, enrollment, retention, and recruitment success. Recent Docking Institute surveys show continued student interest in expanded curricular control, particularly in science coursework where students seek the ability to select courses from two of three departments or take multiple classes within one department.

### **FHSU Online & Military-Connected Student Services**

- ❖ **Goal:** Coordinate with the newly reorganized Student Success clusters to ensure a seamless transition of student services to new offices.

Status: New goal with the launch of the new Student Success clusters in Summer 2025.

- ❖ **Goal:** Ensure that military-connected student services that will remain in our office follow the same processes and procedures as those across the other student success offices.

Status: New goal with the launch of the new Student Success clusters in Summer 2025.

### **Financial Assistance Office**

- ❖ Identified efficiencies for Workday in year 2 of the financial aid module.

Status: Year 2 of Workday is near completion so efficiencies that were started have been completed.

### **Health & Wellness Services**

- ❖ **Goal:** Changing the delivery of our services and programs to manage the health of our students, either locally or virtually.

**Status:** We offered both in-person and virtual options for counseling and medical appointments to eligible students. In addition, we continued working on an online portal that will allow students to schedule appointments, complete paperwork, and pay bills through the PNC Health and Wellness student portal.

### **Memorial Union**

- ❖ **Goal** Expand FHSU Online Bookstore First Day Digital Access Program

**Status:** The First Day Digital Access Program continued to expand in the Fall 2024 and Spring 2025 semesters to over 18 course sections. Students continue to save an average of 25% per course. More importantly, students have access to all of their materials for the courses pre-loaded in Blackboard and ready to access on the first day of class.

❖ **Goal** Grow Access to the Early Arrival Tiger Card Process

**Status:** Beginning in Fall 2024, the Memorial Union collaborated with Tech Services, Global Affairs & International Student Services, Athletics, and Residential Life to create a process where students moving in early to the residence halls in August could upload their information and their photo so Tiger Cards could be pre-printed and distributed upon arrival. This greatly reduced the need for extra Tiger Card stations at move-in and the use of temporary access cards for Res Life. Additionally, this process was offered to Fort Hays Tech | North Central students in the Gateway program, and in spring 2025 expanded to include all students registering for summer orientation sessions.

## Residential Life

- Holistically support the overall success of our students living on campus by providing meaningful opportunities to promote personal growth and academic success.
- Combining our use of professional staff and our programming model, we create respectful, engaging, and diverse communities in our residence halls, being intentional about the overall student experience and retention in both our on-campus housing and at the University as a whole.
  - Hosted 354 programs with 5,021 total attendees.
- The Residential Life Annual Survey shows the following:
  - 90% of students felt good about their academic performance due to living in the halls.
  - 92% of students felt that living in the Residence Halls and their ability to be more independent improved.

## Retention & Persistence

Strategy	Success Metric	Process/Outcome Metric	Department	Reporting Notes
Early Tiger Alert	Retention of alerted students and ETA communication process	Track the students who are alerted on in EAB Navigate & Students who have communicated and interacted with the ETA. Analyze the students Retention.	Retention & Persistence	Reports are run on the 20 <sup>th</sup> day of the semester
<p>December 2024 Update</p> <p>Fall 2024 1065 negative and neutral alerts. We remained 37% and graduated 4%.</p> <p>May 2025 Update</p> <p>Spring 2025, we had 839 alerts. 51.5% of students responded to our team's emails and phone calls.</p> <p>*The number of flags has significantly increased since the EAB Navigate implementation for Fall 2024 and the start of 4<sup>th</sup> week and 10<sup>th</sup> week progress reports to undergraduate faculty.</p>				

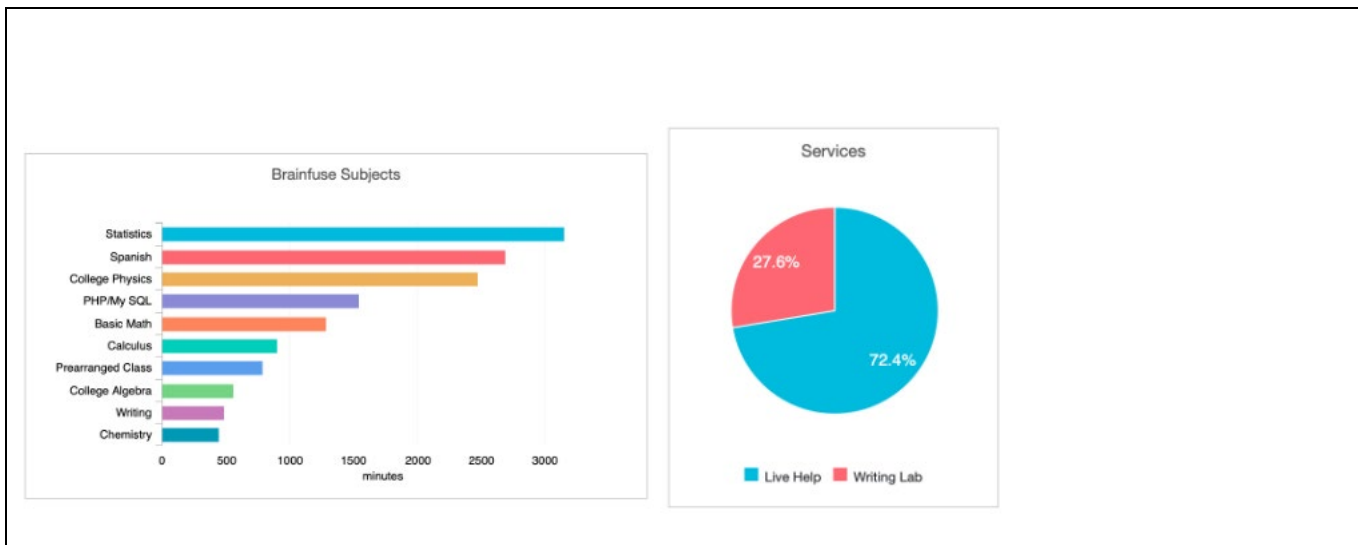
Semester	Year	# Negative/Neutral Alerts	Kudos	Cases	Retained	Not Retained	Graduated	Technology Tool	% Responded	Dropped Class(es)
Spring	2025	839	653	497	Calculate Fall 2025 20th Day			EAB Navigate	52%	67
Fall	2024	1065	1682	665	37%	59%	4%	EAB Navigate	48%	42
Spring	2024	191			38%	62%	7%	Email	52%	21
Fall	2023	200			59%	41%	1%	Email	49%	23
Spring	2023	78			44%	55%	1%	Blackboard Analytics	53%	11
Fall	2022	197			44%	52%	2%	Blackboard Analytics	37%	10
Spring	2022	154			49%	39%	1%	Email	54%	12
Fall	2021	226			52%	45%	2%	Email	51%	6
Spring	2021	1138			66%	33%	4%	STARFISH	23%	12
Fall	2020	1174			69%	28%	3%	STARFISH	16%	32

Online Tutoring	Number of students utilizing the service	Outcome Metric %-retention of each level	Retention & Persistence	Report pulled at the end of the semester. Retention will be calculated after the 20th day the following semester.
<p>December 2024 Update</p> <p>118 students utilized online tutoring, completing, 429 sessions, utilizing 18700 minutes. 87% were online students and 13% were on-campus students. 52% of the students completing at least one tutoring session were retained, 25% were not retained, and 23% graduated in Fall semester.</p>				

May 2025 Update

During the Spring 2025 semester, 96 students utilized the resource. 85% were online students and 15% were on-campus students. They completed 324 sessions utilizing 16603 minutes. The retention data will be calculated after 20<sup>th</sup> day in the Fall 2025 semester.

Semester/Year	# Students (unique)	%online	%on-campus	Total Minutes	Total Sessions	Survey Response Rate	Would you recommend to a friend?	Platform	Retained	Not Retained	Graduated
S2025	96	85%	15%	16603	324			Brainfuse	Calculate Fall 2025 20th Day		
F2024	118	87%	13%	18700	429			Brainfuse	51.70%	25.40%	22.90%
U2024	29	93%	3%	2820	69			Brainfuse	72.40%	24.10%	6.90%
S2024	102	90%	10%	20807	555			Brainfuse	70.59%	11.76%	17.65%
F2023	105	99%	1%	20528	533	<a href="#">7%</a>	100%	Brainfuse	87.60%	6.70%	4.80%
U2023	16	88%	12%	2978	80	37%	80%	Smarthinking	94%	6%	0%
S2023	101	96%	4%	9551	304	30%	90%	Smarthinking	70%	8%	21%
F2022	129	90%	10%	14448	415	32%	96%	Smarthinking	78%	16%	7%
U 2022	26	96%	4%	1765	42	14%	80%	Smarthinking			
S 2022	122	95%	5%	18,158	513	23%	93%	Smarthinking			
F 2021	137	79.00%	17.50%	19273	581	38%	91%	Smarthinking			
U 2021	45	82%	18%	3558	99	45%	98%	Smarthinking			
S 2021	155	80%	18%%	19335	571	44%	86%	Smarthinking			
F 2020	217	76%	18%%	20878	558	28%	95%	Smarthinking			
U 2020	62	79%	19%	6282	185	23%	88%	Smarthinking			
S 2020	176	82%	12%	27623	812	31%	94%	Smarthinking			



## Student Engagement

- ❖ **Goal:** Increase the number of students involved in student organizations on campus by 12%.  
**Status:** This goal is continually assessed. In the 2024 – 2025 school year, we had roughly 4,521 students participating in a student organization. This is not a 10% increase from 23-24 as originally intended. However, we cleaned up our student organization accreditation process and removed over 40 inactive organizations. In 2025-26 we are going to assess current RSOs and how we can develop a recruitment strategy to achieve the 10% increase.
- ❖ **Goal:** Increase the level of awareness about the services offered in the CSS, and increase the amount of traffic by marketing, putting on programs, and spreading the word about the building's services.  
**Status:** Ongoing. This past year, we hosted two large events with the entire Student Success cluster to inform students of the building's services. This year we also increased Fraternity and Sorority Life study hours in the area and hosted events in the space to gain attraction to FWCSS and therefore the services offered. We are also bringing back the FWCSS BBQ for Welcome Weekend 2025.

## Commitment to Student Learning

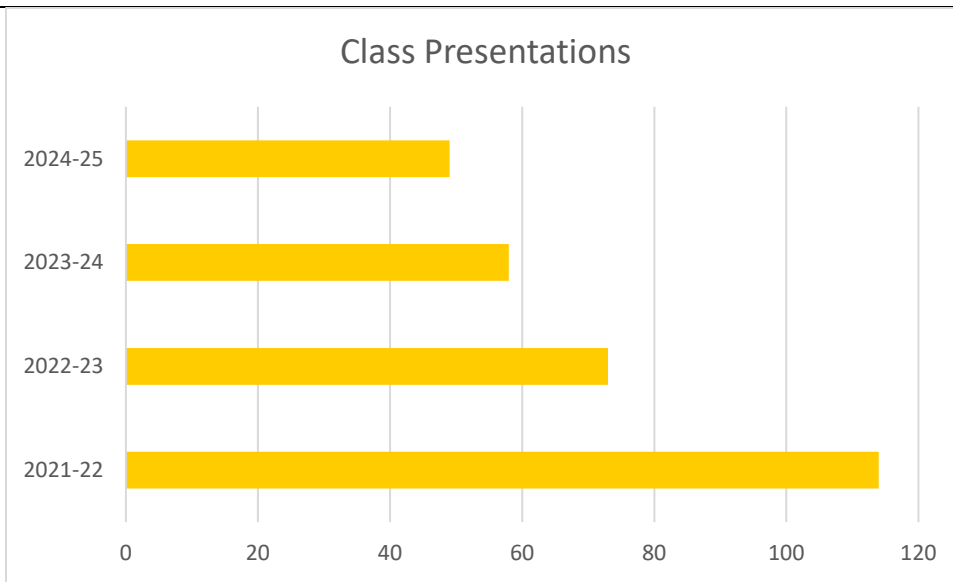
The Division of Student Affairs embraces the notion that student learning and personal development are intertwined. These concepts are core to our work. We recognize that effective student affairs work must be grounded in the assessment of student learning. We will therefore contribute to being a vibrant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

### Admissions

- ❖ **Goal:** Expand FHSU's partnership with the JAG-K program at Manhattan High School.  
**Status:** Director of Admissions presented to 7 classes about the importance of attending post-secondary education and planning for college. The target was to talk specifically about the opportunities at FHSU and in the state of KS.
  - **JAG-K** presentation – December 16, 2025
  - **JAG-K** students from Manhattan High School visited FHSU campus. This is a direct result of the presentation in the fall semester with 26 students attending the group visit.

### Career Services

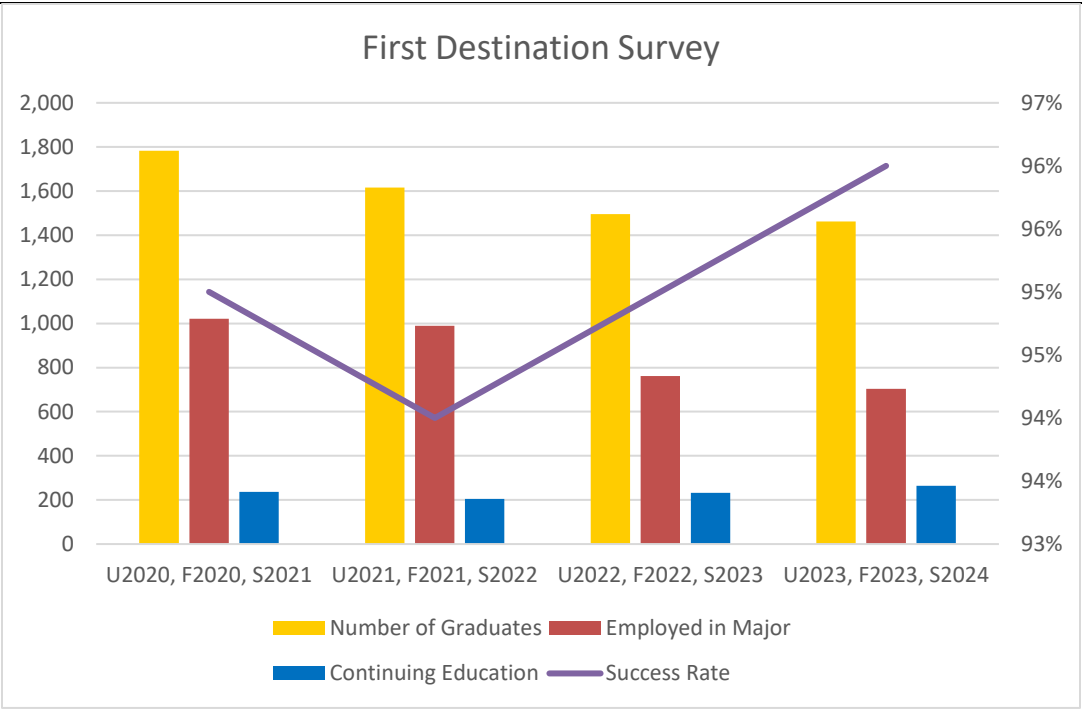
Demonstrate career-ready competencies to become an engaged global citizen.				
Strategy #1	Success Metric	Process/Outcome Metric	Department	Reporting Notes
Career Ready Competency Presentations	Provide knowledge of the skills needed for post-graduation success	Process Metric	Career Services	Report Number of Class Presentations & Workshops which feature Career Ready Competencies each academic year
During the 2024-24 academic year, Career Services staff facilitated 49 class presentations and workshops which featured the Career Ready Competencies.				



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

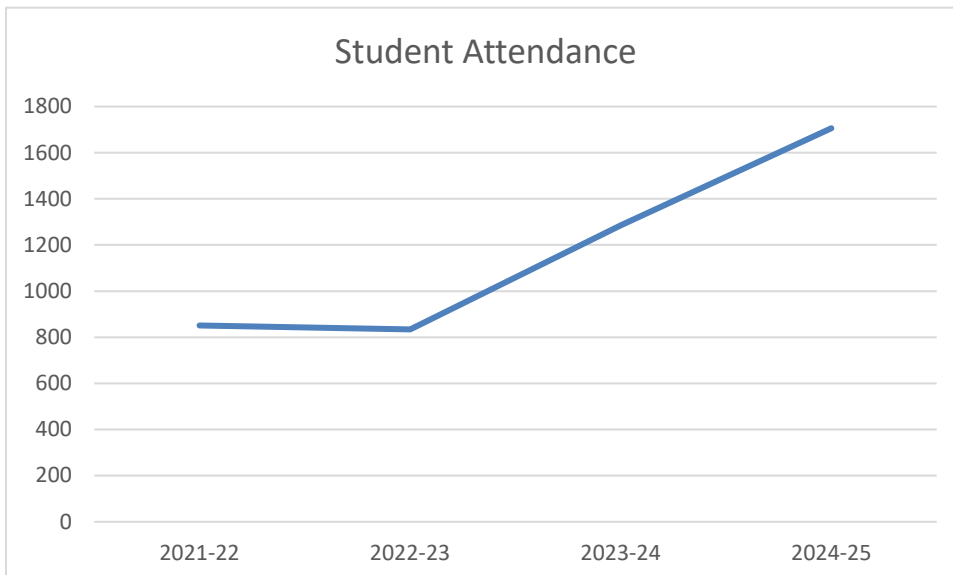
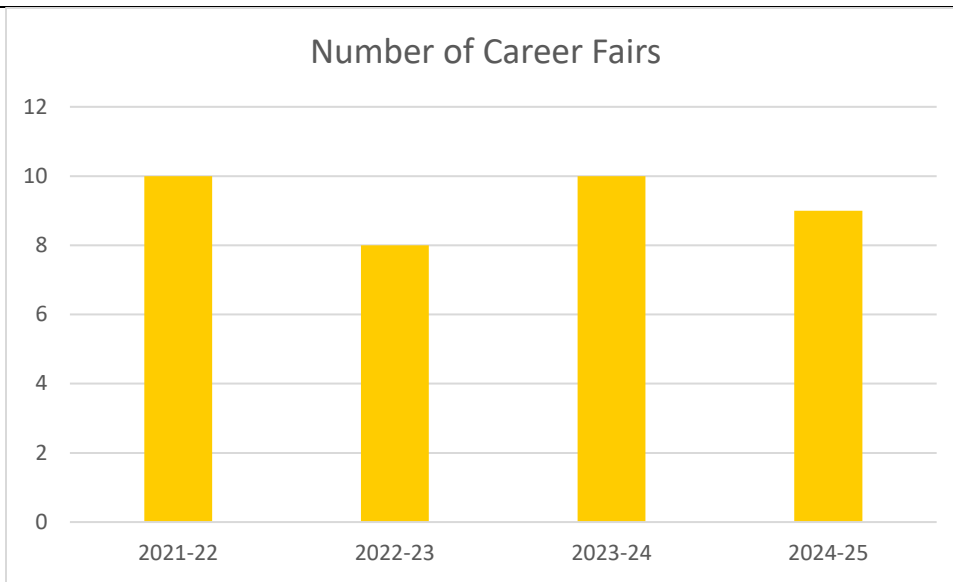
Career Services tracked the first destination (employment) status of 1,462 on-campus and online undergraduate students who graduated during the period that included Summer 2023, Fall 2023, and Spring 2024. A 96% overall success rate included 704 students working in a field within their major and 264 continuing their education.





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

During the 2024-25 academic year, 1,706 students participated in nine career fairs. This represents a 33% increase from the previous academic year.



#### Early College Programs

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

- The KAMS/ AMS graduating class of 2025 achieved an average composite ACT score of 31. Students who score a 31 ACT composite score are in the top 95<sup>th</sup> percentile out of the 1.9 million students who participated in the ACT in 2024-2025.
- The KAMS/ AMS graduating class of 2025 received a little over 1.75 million dollars in scholarships.
- Early College Programs graduated the seventh official class of AMS students. AMS students hailed from China and South Korea.
- Academic Excellence: 25 students earned a perfect 4.0 GPA in the fall of 2024. 16 students earned a perfect 4.0 GPA in the spring of 2025.
- Academic Excellence: 45 students earned Dean's Honor Roll recognition in the fall of 2024. 38 students earned Dean's Honor Roll recognition in the spring of 2025.
  - KAMS seniors, Aiden Burton and Alex Redinger were named a "Hansen Scholar" by the Dane G Hansen Foundation.

**Success in competitions, activities, and campus involvement:**

- FHSU Club Involvement:
 

<ul style="list-style-type: none"> <li>○ Accounting</li> <li>○ Astronomy</li> <li>○ Barn Hoppers</li> <li>○ Biology</li> <li>○ Capernaum</li> <li>○ Catholic Tigers</li> <li>○ Catholic Union</li> <li>○ Chemistry</li> <li>○ Chess</li> <li>○ Christian Challenge</li> <li>○ Critical Thinkers: Debate</li> <li>○ Custer Hall Community Council</li> <li>○ Dentistry</li> <li>○ DND Club</li> <li>○ Economics</li> <li>○ English</li> <li>○ Esports</li> <li>○ Finance</li> <li>○ Intramural Pickleball</li> <li>○ Intramural Volleyball – Sand and Indoor</li> <li>○ KAM-AMS Chess</li> <li>○ Math &amp; Computer Science</li> <li>○ Physics</li> <li>○ Psychology</li> </ul>	<ul style="list-style-type: none"> <li>○ Pre-Professional Healthcare</li> <li>○ Spanish Dance</li> <li>○ Tiger Motorcycle</li> <li>○ Theater</li> <li>○ Women's Choir</li> <li>○ Women in STEM Club</li> </ul>
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- FHSU Departments with which KAMS-AMS students did research:
    - Applied Technology
    - Biology
    - Chemistry
    - Computer Science
    - Geoscience
    - Economics
    - Math
    - Marketing
    - Physics
    - Political Science
    - Psychology
    - Sociology
- KAMS-AMS students did the following on-campus jobs at FHSU:
  - Math Tutor – 5 students
  - Chemistry – Lab Report Grader, Lab Assistant
  - Custodial – 1 student
- Five KAMS students participated in the FHSU Marching Band
- American Invitational Mathematics Examination (AIME) – three students, AMS juniors Rongtian Feng, Sixie Chen, and AMS senior Seoyeon Kim.
- American Mathematics Competition – 18 students, winning certificates of excellence, second place, and first place
- AMS students Jiayan Ling, Xiwen She, and Seoyeon Kim won the 2025 Young Women in Mathematics Award.
- 2 students took part in the John Locke Institute 2024 Global Essay Prize, AMS juniors Sihe Liu (History Category – short list) and Tainhui Xie (Psychology Category – short list)
- AMS junior Hoayang Liu presented her sociology research with Dr. Gary Brinker at FHSU Times Talk.
- AMS junior Tianhui Xie took part in the Design For Change - First Place, Most Impactful Award.
- AMS junior Tianhui Xie took part in the International Genetically Engineered Machine – iGEM Gold.
- AMS junior Tianhui Xie took part in the International Psychology Olympiad – IPsyO Bronze.
- KAMS seniors Darec Wagner and Aiden Burton medaled at the chess tournament in Wichita, KS.
- KAMS senior Cadee Haugsness and AMS senior Yue Fan presented their research at the K-INBRE Conference.
- Numerous students contributed a significant amount of service hours through various volunteer opportunities on campus and in the Hays community. (O’Loughlin Elementary School, High Plains Humane Society, Trunk or Treat at FHSU, Night to Shine, Ghost Ranch, Big Creek Clean-Up, Ellis County Science Fair, and more)

- KAMS and AMS students participated in the annual John Heinrichs Scholarly and Creative Activities Day here at FHSU in May. Students: 31 Seniors: 16 | Juniors: 15
- KAMS junior Dominic Hernandez was chosen for the Electric Cooperative's Youth Tour to D.C.
- KAMS senior Madeline Hamrick, junior Wyatt Baker, and AMS seniors Xiaotian Gao and Yiqing Zang presented their research at the National American Chemical Society ACS U.S. Annual Conference in San Diego, California. Yiqing Zang won the Outstanding Undergraduate Research Award.
- AMS junior, Haoyang Liu, presented her research at the Southwestern Social Science Association 2025 Annual Conference in Las Vegas, NV.
- KAMS senior Bryce Steffan and KAMS junior Augustus Peine testified at the state capitol in support of Senate Bill 114 for KAMS students to take part in KASHAA competitions.
- KAMS senior Bryce Steffan signed a letter of intent to compete with the FHSU Track & Field team.
- AMS students, Seungyou Cho, Yue Fan, Xiaochuan Cao, Michael Shi, Zile Zeng, Yiqing Zang, Jaehwan Hyun, Jeyun Park, Sixie Chen, and Yumi Choi took part in the Kansas Regional Science Bowl in Kansas City, KS.
- KAMS and AMS students took part in the British Biology Olympiad, with students achieving silver, bronze, highly commended, and commended awards. 18 students
- AMS student Zile Zeng took part in the UK Physics Olympiad and took bronze.
- AMS student Zile Zeng took part in the Physics Bowl as an AMS representative.
- AMS student Zile Zeng competed in the Southwest Kansas Science and Engineering Fair and took 1<sup>st</sup> place, qualifying for the state competition.
- AMS student Zile Zeng took part in the state Kansas Science and Engineering Fair and won the Regeneron Biomedical Science Award and a gold medal.
- Electric Vehicle App & Design: Students: Haiti Schafers, Hannah Caycedo, Selene Welch, Xiaoming Zhang took part in Kansas ElectroRally races across the state.
- KAMS juniors Wyatt Baker, Caleb Morgan, Isaiah Michael, and KAMS seniors Hannah Caycedo and Bryce Steffan took part in the FHSU Entrepreneurial Challenge Competition (EPIC), Wyatt Baker won the Certificate of Achievement: Most Creative Idea, Bryce Steffan won 2<sup>nd</sup> place, Hannah Caycedo won 3<sup>rd</sup> place, and Caleb Morgan won 5<sup>th</sup> place.
- KAMS junior Carter Will presented his well water research with Dr. Jeanne Sumrall at the Hays Water Summit in Hays, KS.
- KAMS senior Kiel Harrison, AMS senior Seoyeon Kim, and AMS junior Sixie Chen took part in the Kansas Mathematical Association of America

Conference. All students competed at the conference. Seoyeon's team placed 5<sup>th</sup>, Kiel and Sixie's team won 2<sup>nd</sup> place. Kiel Harrison and Sixie Chen presented their math research at the conference.

- AMS senior, Seungyou Cho, received L-2 certification in high-level/advanced rocketry.
- 2 KAMS and 1 AMS seniors were admitted to FHSU Honors College: Cadee Haugsness, Bryce Steffan, and Yoonwoo Lee.
- KAMS senior Cadee Haugsness was accepted into FHSU's NGAP nursing program.
- AMS senior, Yue "Roger" Fan, was a Fort Hays State University 2024-25 VIP Ambassador for the President's Office. KAMS Alumni, Hazel Frans, Bryce Steffan, KAMS juniors Dominic Hernandez, Carter Will, and AMS junior Tainhui Xie were selected to be VIP Ambassadors for 25-26.
- KAMS senior Bryce Steffan was part of the Peter Werth Entrepreneurship Challenge – Food to Fertilizer. His team was the champion against UCONN.
- KAMS senior Bryce Steffan took part in the Tenaska Challenge.
- KAMS senior Bryce Steffan took part in the Faulkner Challenge and was runner-up.
- KAMS senior Bryce Steffan participated in the Hays Public Library's 25<sup>th</sup> Annual Poetry Contest and was published in the *Mirrors* journal.
- KAMS senior Bryce Steffan shadowed Dr. Curtis at FHSU's Health and Wellness Services.
- KU School of Engineering's High School Design Competition – 14 students, Chemical Engineering Team won 1st Place.
- Hannah Caycedo had two poems published in Anamcara Press, *Chrystal Blue*, and *The Void* in the Spring 2025 edition.
- Hannah Caycedo participated in the Midwest Model United Nations, delegating for Ethiopia, and received Honorable Mention for Best Delegation.
- Two AMS seniors, Seungyou Cho and Yue Fan, did optometry shadowing at the Werth Eye Group in Hays, KS.
- AMS Senior Yoonwoo Lee shadowed at the Kinderknecht Family Dentistry Clinic in Hays, KS.
- AMS senior Yiqing Zang had her research published in the Journal of Chemical Information and Modeling, Summer 2025 (American Chemical Society (ACS) Journal)
- AMS students Seungyou Cho and Yueun Park, KAMS senior Kiel Harrison, took part in the Hays Symphony Orchestra
  - Dean's Honor Roll
    - 8 KAMS and 10 AMS seniors for the 2024 fall semester
    - 13 KAMS and 14 AMS juniors for the 2024 fall semester
    - 9 KAMS and 7 AMS seniors for the 2025 spring semester
    - 10 KAMS and 12 AMS juniors for the 2025 spring semester

**Provided a variety of programming and events for students to participate in:**

- Good Vibe Van Friday's (surprise dash to a local café or landmark)
- Ghost Ranch Service Trip - 14 students
- Booster Club Tail Gate - 60 plus students, staff, parents
- Oktoberfest BBQ for KAMS/AMS Students
- KAMS/AMS Prom—45 students + guests, staff
- Awards Night: Celebration of accomplishments, involvement—225 students, staff, parents, alumni speaker, Morgan Jibowu, distinguished guests - former directors and donors.
- Custer Hall Community Council Events

**Provided a variety of competitions for students to participate in:**

- AMC American Mathematics Competition (AMC 12)—18 students
- AIME American Invitational Mathematics Examination- 3 students
- UK Biology Olympiad (BBO)—18 students
- UK Physics Olympiad - 1 student
- Canadian Mathematics Competition - Euclid—2 students
- Canadian Mathematics Competition - Fermat - 12 students
- Canadian Mathematics Competition - Hypatia—1 student
- Dane G. Hansen - 2 students
- Electric Vehicle Electro Rally - 4 students
- First Robotics Challenge w-TMP-M—21 students
  - Iowa Regional Competition
  - Kansas City, KS Heartland Reefscape - Ranked in the top 36 teams and selected to compete in the next competition. Won the judge's choice award.
  - FRC Post-Season Cowtown Throwdown - Finalist Team
- ITEECA National Robotics Competition, St. Louis, MO (3rd Place)—5 students
- Werth Entrepreneurship Challenge Championship Team—1 student
- FHSU Entrepreneurial Challenge Competition (EPIC) - 5 students
- Tenaska Challenge - 1 student
- Faulkner Challenge - 1 student
- Kansas ElectroRally - 4 students
- Kansas Mathematical Association of America Conference (KMAA) — 3 students
- Kansas Regional Science Bowl—10 students
- Kansas Science and Engineering Fair - 1 student
- State Kansas Science and Engineering Fair - 1 student.

- K-State High School Programming Contest – 12 students
- KU School of Engineering's High School Design Competition – 14 students, Chemical Engineering Team won 1<sup>st</sup> Place.
- Midwestern Model United Nations - 1 student, Honorable Mention for Best Delegation
- Math Madness – 16 students
- VEX Robotics – 5 students.

### **FHSU Online & Military-Connected Student Services**

- ❖ **Goal:** Prioritize USDLA Quality Standards Certification at least once per quarter (recommendations, internal communications, follow-up with partner offices such as retention, TILT, etc.)  
**Status:** Ongoing goal. Will use 5-year re-certification recommendations and annual progress report, which is submitted every fall.
- ❖ **Goal:** Promote completion of online student orientation. This will be an ongoing goal as any new changes to orientation occur.  
**Status:** Ongoing goal. In collaboration with Student Success & Retention.

### **Health & Wellness Services**

- ❖ **Goal** Develop programming to promote healthy behaviors on our campus.  
**Status:** We offered a number of programs to campus, including:
  - We offered at least one outreach event per month to discuss healthy living and stress reduction.
  - Offered 4 flu shot clinics to students, staff, and faculty.
  - Tabled in the Memorial Union to educate students on services offered at Health and Wellness Services

### **Residential Life**

- ❖ **Goal:** Develop structured training for student staff before students arrive and monthly training sessions to continue to enhance their learning.  
**Status:** Our Community Assistants (CAs) went through 11 days of training that incorporated important aspects of their position to be successful. During training CAs were able to identify goals for what they wanted the semester to look like, understand the importance of community building, pick up on signs of students in distress, etc. Each semester, our professional staff put on an CA in-service. These in-services focused on professional growth opportunities and critical issues such as resume development, oppression and cultural differences, mental health, and sexual assault.
- ❖ **Goal:** Enhance the overall GPA of our residents and promote a healthy learning environment.  
**Status:** Our Community Assistants hosted several Community hour sessions through the year – scheduled times working in a common space on their studies or



to create community. The Community Assistants would offer advice on schoolwork, social activities, or everyday questions.

- Collectively, 1,134 community hours were held in our communities. This promotes healthy role modeling and encourages comfortable working atmospheres.
- The average GPA for Student Staff of Residential Life was 3.35.

### **Student Engagement**

❖ **Goal:** To continue to implement and refine the Co-Curricular Model for Leadership Development known as TIGERS.

**Status:** This goal is assessed semesterly to determine programming for future semesters to address areas of need for the students. We evaluated our leadership events to ensure we met the development needs of the students. Use the TIGERS assessment model across every student organization.

## **Commitment to Assessment and Accountability**

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

### **Early College Programs**

- ❖ **Goal:** Early College Programs will use evidence-based decision making (through the use of data) to continually assess and enhance the student experience in both the Kansas Academy of Mathematics & Science and the Academy of Mathematics & Science.
- ❖ **Status:**
  - Each year, KAMS/ AMS hires the Docking Institute to provide current seniors and parents with an anonymous survey/evaluation. This is a rather large document that is saved within the KAMS drive. It provides a wealth of information and data about the program and many changes in the program have occurred due to the results of this survey/evaluation. Results of the survey/evaluation were provided in early June of 2025. Director Sherri Matlock has provided the Docking Institute results to Dr. Dennis King.
  - In addition to the Docking Institute survey/evaluation, we typically provide informal surveys to students about their experience in our program. These surveys focus on academic support, mental health support, direct KAMS/AMS staff support, residential life quality, and various other topics to help gain insight into what issues/barriers students may be facing. This information is then used to guide decisions about KAMS and AMS, in hopes of creating an even better overall experience for our students, parents, faculty, and staff that we work with daily.

### **FHSU Online & Military-Connected Student Services**

- ❖ **Goal:** Evaluation and assessment of responses to Online Student Government survey; what can be implemented internally and what will need to be addressed by other university entities.  
**Status:** New goal. The OSGA is moving to Student Engagement so we will need to coordinate efforts with them to assist in improving the online student experience across the university.
- ❖ **Goal:** With the USDLA 5-year recertification, there are points of improvement that were made with the initial renewal. These will need to be regularly reviewed for progress and coordinated with other university stakeholders.  
**Status:** Ongoing goal.

### **Financial Assistance Office**

- ❖ **Goal:** Hosted a cross departmental luncheon with Student Fiscal Services to create synergy between departments  
**Status:** Completed in summer 2024 and summer 2025

### **Health & Wellness Services**

- ❖ **Goal** Perform the annual satisfaction survey covering counseling, medical and our front office.  
**Status:** Completed annual satisfaction survey. Reviewing results to inform changes over the summer.

### **Residential Life**

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

### **Student Engagement**

- ❖ **Goal:** To continue to assess the number of students involved in student organizations.  
**Status:** Ongoing goal. We understand that students have multiple areas now attracting their attention and we need to evaluate how we market student organizations and the benefits of being engaged and involved.
- ❖ **Goal:** To continue to assess the effectiveness of our programs and initiatives.  
**Status:** This goes is assessed semesterly. Reviewing reviews of programs and debriefing after events to determine if or what needs to be changed to keep the program relevant and developmental for students.

## **Commitment to Civic and Community Engagement**

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

### **Early College Programs**

❖ **Goal:** ECP will provide KAMS and AMS students with numerous civic engagement opportunities.

**Status:**

- This past year, ECP staff offered students various civic engagement opportunities. Numerous students participated in the "Trash Out" event in which we cleaned out Big Creek behind Custer Hall. In addition, many students were civically engaged through Custer Hall Council and other various clubs and organizations from our department and across campus.
- We are regularly encouraging our students to participate in Tiger's-in-Service and other volunteer projects taking place here on campus and in the community of Hays. Much of this is done through publicizing events at large group gatherings or through individual advising sessions. Volunteerism and civic engagement are something we hope to continue to grow within the program.

### **Health & Wellness Services**

❖ **Goal** Help manage the financial needs of our students

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

**Status:** We continue to offer a hardship discount for students in financial need. The hardship discount allows students to receive medical services at a reduced cost or no cost.

### **Residential Life**

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

**Status:**

- Community Directors (CD) offer at least one program for the entire community each semester, Community Councils (student lead) are encouraged to offer at least two programs a semester and Community Assistants are all required to plan and host at least seven programs per semester.
- Hosted 354 programs with 5,021 total attendees.

- 95% of students who attended the program were satisfied or very satisfied with the organization of programming and activities by their Community Assistant.
- 94% of students who attended a program reported being satisfied or very satisfied with the quality of the programs offered.
- One component of the Community Assistant programming is RECC (Residents Engaging in Campus Community) programming where CAs support programming and events happening all over campus by organizing groups of students to travel and attend these events together.
- Hosted 195 RECC programs with 847 students attending.

### **Student Engagement**

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

**Status:** This goal is ongoing. We will continue to see opportunities for our students to participate in service-learning opportunities. This past year, we were unable to host Mountain Movers, due to being understaffed and the departure of the Director within two months of the event. We hosted 20 students for Alternative Spring Break this spring in Amarillo, Texas. We partnered with Civic Engagement for SWIPE Out Hunger and plan to implement an Alternative Weekend program this Fall 2025. We will continue to seek partnerships for civic engagement opportunities throughout the year by partnering with student organizations and departments.

## **Commitment to Global Understanding and Engagement**

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

### **Early College Programs**

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

#### **Status:**

- KAMS staff provided four summer meetings with rising juniors and seniors from China and South Korea. These sessions were to help familiarize students with processes and life here at FHSU, discuss KAMS/AMS classes, etc.
- In the summer of 2025, we offered a cultural, geological, and historical trip to Ireland, led by Dr. Jeanne Sumrall. A total of 11 KAMS (6) and AMS (5) students participated. Students could join for 1-3 credit hours.
- Lastly, we had numerous international students participate in on-campus activities and events aimed at increasing cultural awareness of student demographics found here at FHSU. We hosted our own Lunar and Chinese New Year + Super Bowl Party again this year, which was well attended.

### **Health & Wellness Services**

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

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

### **Residential Life**

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

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

- Carol Solko-Olliff from International Student Services
- CA's learn tips and tricks when interacting with our international students for the first time here at FHSU.
- Brett Meyer from Center for Student Success
- Presented on a program workshop, with a focus on working with others.
- Laurie Larrick from Title IX & Compliance Assist
- Presented on Sexual Harassment, bullying, sexual assault, etc.
- University Police

- Presented on drug & illegal substances. Also talked about what services they offered.
- Amy Schaffer from Health & Wellness presented on how to have difficult conversations with our student staff.
- From the CA survey results over 89% of our student staff felt prepared to talk with students about difficult conversations.
- 

### **Student Engagement**

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

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

## Commitment to Partnerships

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

### Admissions

- ❖ **Goal:** Strengthen our partnerships with our colleges, residential life, marketing, KAMS/IAMS, and FHSU Online.

**Outcome:** FHSU has held Departmental meetings each summer for many years. These updates are instrumental for us as we gear up for the next recruitment cycle. We hope to establish a deeper commitment to each college by hosting fewer days and only having department chairs, or an alternate representative at college meetings.

**Status:** We have completed two years of these college meetings.

### Early College Programs

- ❖ **Goal:** Establish and maintain multiple cross-divisional and cross-campus partnerships for the benefit of our students and department.

**Status:**

- In conjunction with the Fischli Wills Center for Student Success (FWCSS), Early College Programs continues to support a full-time mental health counselor focused on the well-being of our students. This position is located at the Fischli Wills Center for Student Success (FWCSS) providing students with confidentiality and anonymity. The counselor has the option of utilizing our shared office space in Custer Hall for planning, success coaching, and assisting the Ambassadors with their teams.
- Working with FHSU faculty members from numerous and varying academic departments across campus, we created opportunities for faculty members to present research information to our juniors during our fall Junior Research Seminar course.
- Working with the Werth College of Science, Technology, and Mathematics, KAMS/AMS partially supports a faculty position that teaches Early College Program students the foundations of academic research. This position also serves as a guide and coach to students as they explore research opportunities at FHSU.
- Annually, ECP works closely with the FHSU International Student Services Office to ensure that our AMS students receive the correct and legal documentation needed to enter the United States. ISSO and ECP staff also collaborate throughout the year to put on a variety of cultural activities.
- The Office of Global Partnerships provided collaboration this year in setting up an Early EPIE program. This program is designed to provide a high school diploma to students through online courses at FHSU. Thirty credit hours of FHSU courses which meet the state of Kansas graduation requirements are transferred to TMP-M High School who then provides the transcript/diploma.



- This was our fifth year of our transcript partnership with TMP-M High School. TMP-M houses the transcripts of our international students. We feel strongly that this is a valuable partnership and that TMP-M's service to our staff and students has once again been phenomenal. Our goal is to strengthen this partnership with TMP-M and create a "pipeline" of AMS international students who attend TMP-M for 9th and 10th grades before coming to FHSU for AMS. Some of this will also be accomplished through our ability to host the "TMP-M Boarding Program" here in Custer Hall, as mentioned above.

### **FHSU Online & Military-Connected Student Services**

- ❖ **Goal:** Promote the usage of current corporate scholarships and explore new opportunities with the recently hired VP for Economic Development.  
**Status:** New goal with additional opportunities.
- ❖ **Goal:** 2% increase in Kansas technical/community college enrollments  
**Status:** Ongoing goal. Part of the Northwest KS Tech/North Central KS Tech affiliation and FHSU Online's technical/community college initiative

### **Financial Assistance Office**

- ❖ **Goal:** Reimagined the awarding of federal work study in alignment with the student employment process  
**Status:** Completed in summer 2024 and implemented beginning fall 2024

### **Health & Wellness Services**

- ❖ **Goal:** Develop partnerships with both on campus and community resources that help improve the health of our students.  
**Status:** **Worked** with community partners to form more efficient partner/student interactions. Allowing our community partners and students to better understand how to work with one another. Also worked with Residential Life and other student organizations to provide naloxone to students, faculty, and staff that would like to carry it.

### **Residential Life**

- ❖ **Goal:** Community Assistants will encourage residents to attend campus partners' programs.  
**Status:**
  - Community Assistants provided opportunities to travel together to over 190 campus programs.
  - Over 800 students participated in these programs. Campus partner programs that we supported were Student engagement, Greek life, BSU, Library, GSA, Career Services, Health Center, Wellness Center, and downtown hays.
  - Work with a variety of off campus vendors to provide additional services and opportunities to our residents.

- OCM- Mail out brochures to our students offering, for purchase, bedding and linen packages specific to our bed size.
- SWAKU - Mail out brochures to parents offering a variety of care packages that can be purchased for their students to be delivered throughout the year.
- SWANK - This is our streaming movie channel that our on-campus residents have the opportunity to use. There are over 600 movies on this channel. Our students utilize this streaming service at more than double the rates of other schools that are comparable in size.
- Caldwell & Gregory - maintains the Residential Life laundry facilities. Once an issue is reported a work order is submitted.

### **Student Engagement**

- ❖ **Goal:** Continue to increase partnerships with other departments and student organizations when creating and facilitating events.  
**Status:** Ongoing. This past year we hosted a variety of events with multiple entities across the campus. This is vital to pull together resources and to increase engagement at larger events.
  
- ❖ **Goal:** Continue to create the Collaborative Engagement Events calendar in partnership with student affairs offices across campus.  
**Status:** Ongoing. This past year we had calendars created and sent out both in the fall and spring semester. We will continue this in future years and see how we can make it more effective for all involved.

## Commitment to Lifelong Learning

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

### Admissions

- ❖ **Goal:** Support our staff to participate in our annual professional development day during the 2024-2025 academic year.

**Outcome:** We implemented a media day and a professional development day providing a positive culture environment centered around the book, The Energy Bus. This was year two of our focus on the practices of a positive working environment.

**Status:** we will continue to strive toward positive initiatives for the upcoming academic year and provide development opportunities on our dedicated days within our department.

### Early College Programs

- ❖ **Goal:** Early College Programs staff members will be required to attend at least one professional development activity/conference every three years. Certain staff members, including the Director and Assistant Directors, are encouraged to attend at least one professional development activity a year in order to be current in their field. This is an ongoing departmental goal from year-to-year, as it helps enhance the knowledge and skills to make our work more efficient and sustainable.

**Status:**

- As noted in Campus Labs, all ECP staff members participated in some form of professional development during the 2024-2025 academic year. Please refer to Campus Labs for specific details about sessions, conferences, etc. attended this past year.

### FHSU Online & Military-Connected Student Services

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

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

### Health & Wellness Services

- ❖ **Goal:** Develop information and presentations about health-related topics that are available to both past and present students as well as community members.

**Status:** Health and Wellness Services hosted programs and informational sessions for students, faculty, staff, and community members throughout the year.

## **Residential Life**

- ❖ **Goal:** Professional staff are encouraged to attend professional development opportunities.

**Status:**

- This past academic year 7 professional Staff members attended the Upper Midwest Region (UMR) in Springfield, Missouri.
- 2 Professional Staff members attended the annual StarRez conference in Anaheim California.
- 1 Professional Staff member attended the AUCHO-I housing conference in Portland, Oregon.
- The Professional Growth committee provided a bi-weekly discussion article during Professional Staff meetings to discuss and provide a form of professional development.

- ❖ **Goal:** Recruiting for our student staff positions.

**Status:** This past year we had over 75 applications for our Community Assistant positions for the Fall of 2025. We have 21 out of 40 Community Assistants applying and are hired to come back for Fall 2025.

## **Student Engagement**

- ❖ **Goal:** Our staff and student staff will continue to attend seminars and conferences to improve our skills.

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

## Commitment to Efficiencies and Technology

In alignment with the University's focus on affordability, the Division of Student Affairs will actively seek to improve efficiencies and utilize employee-driven teams to evaluate and design how work is accomplished. We will actively explore and adopt innovative ways to use technology to improve the delivery of programs and services. We will be good stewards of our resources. We will align revenue and expense with the division priorities as outlined in the "*Foundational Framework for the Division of Student Affairs*," FHSU plan, The Duty to Dream, and Kansas Board of Regents plan Foresight 2020.

### Admissions

- ❖ **Goal:** Be an active partner in our quest to research and eventually purchase a new CRM.

**Outcome:** A couple of our staff members were committee members this past year with our CRM research team.

**Status:** After researching and having meetings with multiple colleges and their CRM usage. The RFP was put on hold for now. Other university initiatives were put on priority for now.

### Early College Programs

- ❖ **Goal:** ECP staff will research, evaluate, and utilize technologies that help in accomplishing our departmental and university goals.

**Status:**

- ECP staff regularly utilizes a variety of technologies that help increase departmental efficiencies. For example, Zoom, WeChat, Microsoft 10 Teams, Workday, WhatsApp, and many other online and social media platforms were utilized this past year. We added Smartsheets and Hubspot this year. All these technologies played a role in recruitment, marketing, retention, financial aid, advising, communication, and student support.

### FHSU Online & Military-Connected Student Services

- ❖ **Goal:** Explore connections and communication opportunities between Hubspot and EAB Navigate, to improve student experience from recruitment to registration.

**Status:** New goal.

- ❖ **Goal:** Incorporate the use of RingCentral with additional recruitment opportunities both internally to FHSU Online & MCSS and in partnership with academic units.

**Status:** New goal.

- ❖ **Goal:** Review and revise current Hubspot prospective student workflows and communication plans for online undergraduate students to improve and create efficient communication flows for and increase student movement through the funnel. After baseline data analysis, the goal is to improve student movement by 3%

at each stage from Lead to Student.

**Status:** New goal

### **Financial Assistance Office**

- ❖ **Goal:** With the division of student employment and financial aid, obstacles were put in place that caused extra steps in allocating the federal work study allocation. Last summer, with the help of Tech Services and Student Employment, Financial Assistance was able to adjust our awarding process to award eligible students at the point of hire. This increased the use of our allocation to approximately 98% aiding both students and the university.

**Status:** A communication plan was put in place to notify supervisors of changes that affected their departmental budgets using a new 'tab' in Workday that shows accurate usage of a student's award. The Workstudy tab allows supervisors to plan student work schedules in alignment with their departmental budget to allow for the best use of this student resource and minimizes the need to contact payroll staff for updates on accounts.

### **Health & Wellness Services**

- ❖ **Goal** Continue to increase our usage of PNC, our electronic health records system.

**Status: Implemented** online scheduling of medical appointments. Also implemented online secure messaging to students through the PNC portal.

### **Memorial Union**

- ❖ **Goal** Complete Implementation of New Point of Sale System in Victor E. Apparel & Gift Co. to include online store and mobile operations.

**Status:** A new point of sale system was put into place in Victor E. Apparel & Gift Co. in May 2025. Work continued over the summer and into the early fall semester to build a new, more user-friendly online store which launched mid-fall 2025. With the fall 2025 football season, a new mobile store point of sale system was implemented to increase efficiencies and create better customer experience.

- ❖ **Goal** Expansion of Victor E. Apparel & Gift Co.

**Status:** Plans were updated from a complete renovation of the lower level of Victor E. Apparel & Gift Co. to a more affordable in-house renovation to expand the retail floor space by approximately 2,100 square feet. This allowed for an expansion of offerings to include more affordable t-shirt lines, and more alumni focused merchandise.

### **Residential Life**

- ❖ **Goal:** Committed to improving the dissemination of information, security, and efficiencies through the use of innovative technology.

**Status:**

- Bi-weekly newsletter to help communicate upcoming events and changes within the department and individual buildings.
- Enhanced our Social Media committee to utilize social media apps and postings to inform students of upcoming deadlines, events, and program opportunities.
- Summer Newsletter series that is targeted at new incoming students with information about living on campus, how to get involved, and move-in.
- Our workorder system to be on Starrez. This has made it easier for tracking and student friendly.

### **Student Engagement**

❖ **Goal:** To continue to refine and reinvent the way we create programs and initiatives to be fiscally responsible.

**Status:** Ongoing. This past year, we evaluated our budget to maximize it for the benefit of our students and office to push programs that will provide students with learning experience or used as a retention tool.