

Bowie State University

Student Affairs Goals, Objectives, Metrics and Outcomes

(Based on the Institutional Goals and Presidential Objectives)

FY 2010

Goal 1. Provide high-quality and affordable academic programs and support services for all students.

Objective 1: *Develop and implement policy/guidelines for faculty and students on academic dishonesty. (DH)*

Metric:	Develop academic dishonesty policy and guidelines for faculty and students by December 2009. Implementation of policy and guidelines Spring 2010.
Outcome:	On going. The task force will convene during the summer to review policies and guidelines.

Objective 2: *Career, Coop and International Student Services (CCISS) will increase the number of students obtaining credit bearing cooperative education and interdisciplinary internships to include those students whose departments do not require a professional work experience. (DO)*

Metric:	Visit each internship and coop student who will receive credit for their work experience for the purpose of ensuring that students are receiving a positive and credit worthy work experience and to develop a working relationship with employers so that more students can replace the out-going students.
Outcome:	Completed and On Going. The CCISS staff followed through on metric.

Objective 3: *Develop more effective marketing of student programs in the Wiseman Student Centre. (FW)*

Metric:	Utilize the new media system within the Wiseman Student Centre to better advertise events that are currently occurring and are
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upcoming. Create a customer service survey to determine success of marketing efforts.

Outcome: **Completed.** The media system has allowed guests to quickly identify event locations throughout the building. It has also allowed student clubs and organizations an enhanced mechanism to inform community members and guest of special events located in the Wiseman Center.

Objective 4: *Provide high quality support services that promote general well being of students, including physical, emotional and sexual health. (RW)*

Metric: Conduct monthly programs to promote HIV Awareness, physical and mental health. Increase the number of continuing education trainings for Wellness staff in the area of HIV counseling and intimate partner violence.

Outcome: **Completed.** Several programs were organized and coordinated by the Wellness Center including: 1) H1N1 influenza education and vaccination, 2) HIV/STD education, 3) testing and prevention of HIV, 4) breast cancer education and 5) tobacco cessation and prevention.

Objective 5: *Improve Student Affairs Programs. (TS)*

Metric: Provide evaluative data for Counseling Services, to include student satisfaction surveys and programming evaluations to demonstrate effectiveness. Data will be utilized to improve services. Data will be completed by the end of each semester, 2009-2010.

Outcome: **Completed.** Data analysis was completed during the fall term. Data analysis is in progress for the spring term and schedule to be completed by June 30, 2010. Thus far the results indicate that students are satisfied with the counseling and programming provided by the Counseling Center. Data will be used to make any needed adjustments top workshops topics and/or counseling services.

Objective 6: *Enhance students' safety by providing escort service to students during late evening hours. (EW)*

Metric: Institute escort service and track usage to determine success. Provide customer service evaluations via surveys and focus group comments in November 2009 and April 2010.

Outcome: **Ongoing.** The objective has not been fully implemented. Plans are to implement escort service in fall pending funding.

Objective 7: *Work with DIT to improve technology in the Residence Halls. (GW)*

Metric: Work with DIT to explore cost for installing wireless throughout the halls and ensure that current structure is working at its optimal level.

Outcome: **Completed and ongoing.** DIT is currently planning for a complete overhaul of the internet structure in the residence halls. Prior to starting that project in the staff worked to make sure all rooms had working Ethernet connections.

Objective 8: *Do more to keep parents informed of departmental processes and deadlines so that they may assist with the education of their resident.(GW)*

Metric: Post more information about various residence life activities, programs and procedures in an effort to get parents more involved in the lives of their resident.

Outcome: **Completed and ongoing.** The department posted residence life contract, handbook and opening and closing information on the WEB site in addition to the regular posting of information in the halls in an effort to push more information to the parents. All resident life office staff was trained to be able to give accurate and up to date information regarding resident hall operations.

Objective 9: *Promote healthy behaviors and reduce risky behaviors related to alcohol, substance use, and HIV/AIDS through prevention education. (VC)*

Metric: Conduct workshops on alcohol, substance use, and HIV/AIDS prevention in at least 15 classes per semester and in residence halls reaching a total of 1,000 students during the academic year.

Outcome: **Completed.** ATOD staff conducted presentations in 15 freshman seminars classes, 4 health classes, 3 Residential Halls, 3 presentations in Wiseman, and other various classes throughout the campus. At least 810 students were in attendance throughout the two semesters. Many sessions were cancelled after the snow closings at the request of faculty in order for students to be able to catch up on missed class sessions.

Goal 2. Support growth by enhancing recruitment, access and retention efforts University-wide.

Objective 1: *Enhance university-wide retention efforts (AT,RW,EW,SG)*

Metric: Receive monthly reports (in Cabinet meetings) from the Vice President for Student Affairs on plans and activities to improve the safety, security, and health of the campus.

Outcome: **Completed.** Monthly reports were submitted to the President regarding matters of safety, health and security on the campus

Metric: Receive a plan from the Vice President for Student Affairs for optimally serving the needs of our commuter student population by January 15, 2010.

Outcome: **Completed.** Activities by the Coordinator of Commuter Programs were submitted in April 2010 which consisted of programs and activities based on CAS standards.

Objective 2: *Enhance retention efforts by facilitating student and community development and ethical growth opportunities by promoting Bowie State University's Core Values: Excellence, Civility, Personal Integrity, Accountability, and appreciation for diversity. (DH)*

Metric: Conduct presentations to all freshmen Seminar classes, small group chats with commuter students – fall 2009 & spring 2010. Administer surveys to determine effectiveness.

Outcome: **Completed.** The Associate Vice President conducted presentations to all freshman seminar classes in the fall regarding the student code of conduct. Had contact with 784 students. Plan to utilize information from surveys for the fall term to determine any changes to the presentation.

Objective 3: *Enhance university-wide retention by being more sensitive to the needs of our students.(FW)*

Metric: Develop a WSC customer satisfaction survey to better satisfy and respond to our University and non-University clients.

Outcome: **Completed.** The program evaluation form is used for each event that the Wiseman staff manager conducts. The information gathers vital information which is used to improve services and events

Objective 4: *To increase recruitment activities through the extension of peer health educators and Wellness staff into the Bowie community.(RW)*

Metric: Conduct at least 3 programs in the community highlighting BSU.

Outcome: **Completed.** Several activities were organized to increase recruitment in the community. These included hosting a 32nd Annual Health Fair with over 60 vendors from the community, conducting a Women's Wellness Conference on Health Disparities, and sponsoring a Girl's Wellness Conference. These activities enrolled over 500 participants.

Objective 5: *Enhance Counseling Services' retention strategies that support the University's Enrollment Plans through the Four-Year Experience Program by Spring, 2010 . (TS)*

Metric: Provide report on Four-Year-Experience interviews as an initiative to assist in retention efforts during the fall 2009 and spring 2010 semesters.

Outcomes: **Completed.** Report for the Fall term is completed and finding for the Spring Term will be complete soon. Findings related to retention were presented by the Counseling staff at the 23rd International Conference on the First Year Experience on June 10, 2010.

Objective 6: *Restrict the random entry of non-students and non-employees on the campus grounds after business hours.(EW)*

Metric: Implement the training and facilitation of the guardhouse and security gate during the fall 2009.

Outcome: **Completed.** In service training for all staff that work the gatehouse has been implemented and the gate has been fully operational since the fall 2009 term.

Objective 7: *Strictly enforce no Trespassing Laws inside residence halls. (EW)*

Metric: Work in partnership with traditional halls and CMRC to enforce more strongly the no trespass laws in the halls.

Outcome: **Completed and ongoing.** Campus Police officers have been required to do more community policing efforts which has increased the visible presence in the residence halls. Campus police also works closely with DRL on the monitoring of the Residential Security force.

Objective 8: *Foster a residence hall environment that reflects respect for diverse people and mutual collaboration. (GW)*

Metric: Provide ongoing events and programs that promote an appreciation of the diverse thoughts and people. Provide opportunities

for students to understand the value of positive interactions with others.

Outcome: **Completed.** The department has provided a number of programs and activities in the halls which focus on respect and celebrating diversity. The staff continues to provide opportunities for students to give feedback.

Objective 9: *Improve the housing lottery process. (GW)*

Metric: Utilize the ORL advisory group to obtain feedback to improve the second year of the online lottery process. Work with DIT to plan for a reduction in technical problems that we experienced in year one.

Outcome: **Completed and ongoing.** The department revamped the elements of the lottery process based on best practices and input from users via the DRL advisory group and worked with DIT to plan for a smoother operation in year two.

Objective 10: *To make a commitment to academics by organizing study halls, monitoring grades and providing academic support. (TB)*

Metric: Monitoring academic achievement through bi-monthly progress reports, mid-term and final grades.

Outcome: **Completed.** Returning cheerleaders below 2.5 and freshman cheerleaders are required to attend weekly study hall. All cheerleaders are required to complete progress reports. Mid term and final grades are discussed individually and recommendations are provided for cheerleaders that have experienced academic difficulties.

Objective 11: *To improve retention and graduation rates by providing information to cheerleaders about support services and scholarships. (TB)*

Metric: Discuss academic goals and financial status each semester.

Outcome: **Completed.** Academic and financial planning is a regular aspect of the support provided by the head cheerleading coach.

Objective 12: *Provide education and training for college students regarding ATOD prevention by creating and enhancing peer education networks. (VC)*

Metric: Provide core and vital skills building training to at least 15 students who will serve as peer educators for ATOD.

At least 15 students will be certified as peer educators by the Bacchus and Gamma Peer Education Network.

Implement a six-week training program on substance use, HIV/AIDS and Hepatitis with selected peer educators.

Outcome: **Completed.** 25 students were trained in core and vital skill building to serve as peer educators. Only 7 were certified after post testing for certification. After an 8 week training for peer educators on substance abuse, peer educators made presentations in classrooms and other venues on campus.

Goal 3. Promote regional economic and workforce development.

Objective 1: *Career counseling and information will be provided continuously to make students aware of services and programs available to them through the Career, Coop & International Student Services Office. (O'Neal)*

Metric: CCISS will assist in preparing BSU students for the global world of work by providing information regarding employment trends, statistics and companies. We will provide workshops on job hunting, resume writing, and job interviewing skills to ensure employment readiness for the industries and/or government agencies that these students will be employed by; this is an on-going process.

Outcome: **Completed.**

Metric: Sponsor annual career fairs, monthly informational seminars and career of the month activities to introduce and expose our students to a variety of employment,

internship and cooperative education opportunities and possibilities.
Outcome: **Completed.** Department conducted series of workshops, seminars and held two career fairs.

Objective 2: *Contend for more outside conference businesses within our operational scope. (FW)*

Metric: Develop and market Conference Services to better advertise the various services available.
Outcome: **Completed and ongoing.** The Wiseman staff regularly communicates with other universities to inquire about conference services that may be directed to Bowie State University.

Objective 3: *To identify and refer opportunities for student trainings and internships. (Wutoh)*

Metric: Identify at least 5 opportunities for student internships and training in the area of health.
Outcome: **Completed.** Students in several programs were provided training or referred for internship opportunities including pharmacy professional training, nurse practitioner and medical professional training.

Objective 4: *To support the initiatives of the Department of Career Services by promoting career fairs, cooperative education, and other activities by Fall 2009 and Spring 2010. (TS)*

Metric: Promotion of Career Services through the four-year experience interviews conducted by counselors for each classification.
Outcome: **Completed.** The career fair and other services offered by Career Services are actively promoted through sections of the freshman Seminar course taught by counselors, psychosocial interviews by classification, and personal counseling. To promote utilization of the SIGI computerized career exploration program to assist students in identifying a major and developing career goals.

Outcome: **Completed.** Counseling staff provided access to SIGI for undergraduate students desirous of career exploration. Counselors also are available to assist in the interpretation of the results of the computerized program.

Goal 4. Increase the University's External Funding

Objective 1: *Collaborate with College Park on a Federal Grant Proposal – Violence Against Women. (DH)*

Metric: Increase research activities for grant dollar's for FY2010.

Outcome: **Completed and ongoing.** BSU was awarded a 500,000.00 grant to address Violence against women. Ongoing training is being implemented across the campus to address the issues.

Objective 3: *Develop inside and outside partnerships or strategic alliances. (FW)*

Metric: Find and identify internal or external partners that will allow us to better tell our story that could lead to further financial rewards for the department and the University.

Outcome: **Completed.** The Wiseman staff builds partnerships with local businesses such as Subway, Burger King, Fire Department and others to advise of major events that are held on the campus.

Objective 4: *Compete for more federal grants and private contracts. (Wutoh)*

Metric: Submit 3 applications for federal and/or non-federal funding for health promotion for university students.

Outcome: **Completed.** Several federal grant applications were developed and submitted including HIV prevention in young women and female relatives (Office on Women's Health), and Reducing Health Disparities (Office on Women's Health).

Objective 6: *Continue to write public safety grants. (EW)*

Metric: Resubmit grant to hire three new officers for community policing efforts on campus.
Outcome: **Completed.** Grant resubmitted but only included funding for one officer.

Goal 5. Promote effective and efficient use of institutional resources.

Objective 1: *Manage the departmental budget in such a way that waste is at a minimum. (ALL)*

Metric: Review budget weekly to ensure that all necessary transactions both expenditures and revenues have taken place and are accounted for properly.
Outcome: **Completed and ongoing.** Weekly reviews of the budget have been done to ensure accountability of expenditures and revenues.

Objective 2: *To effectively and efficiently manage the Title III grant during the academic year. (TS)*

Metric: Monitor budget, supervise employees, and oversee peer training component
Outcome: **Completed.** The Director effectively manages all aspects of the Title III grant, to include supervision, employee evaluations, overseeing practicum and internship training, managing the budget and report writing.

Objective 3: *Provide quarterly overtime report to trace police over-time usage. (EW)*

Metric: Closely monitor police overtime use to prevent fraud and maintain a better work environment for staff members
Outcome: **Completed and Ongoing:** The department has been closely tracking police overtime usage and addresses problems as they come up. The Vice President for Student Affairs provides oversight for the review of the overtime time.

Goal 6. Enhance the University's image.

Objective 1: *Collaborate with two (2) local high schools to implement a student mentoring program for community service requirement for students who have gone through the judicial process as a result of Code of Student Conduct violations. (DH)*

Metric: Increase visibility with local high schools
spring 2010
Outcome: **Did Not Achieve.**

Objective 2: *Continue to improve the Wiseman Student Centre' appearance yearly until a new facility is completed in 2013. (FW)*

Metric: Develop a yearly plan of improvements to
the current building in order to help sell the
University to future students as well as
future Conference Services clients.
Outcome: **On going.**

Objective 3: *Increase educational outreach in the area of health to Bowie community and residents of Prince George's County. (RW)*

Metric: Conduct 3 events for health education and
health promotion.
Outcome: **Completed.** Several activities were
conducted including 32nd Annual Health
Fair, a Women's Wellness Conference on
Health Disparities and a Girl's Wellness
Conference.

Objective 4: *Participate in professional activities and/or other forums that educate the public about Bowie State University and the Division of Student Affairs by May 1, 2010. (TS)*

Metric: Increase the visibility of Counseling
Services staff at professional conferences
and other forums, to include the American
Counseling Association Conference by June
1, 2010.
Outcome: **Completed.** Staff attended the ACA
Conference during March 2010 to
participate in one of the major professional
conferences in the field.

Objective 6: *Create a professional Security Guard Section. (EW)*

Metric: Upgrade the Public Safety Aid title to Security Guard.
Outcome: **Completed and On Going.** Public Safety Aids were upgraded in the fall term 2009 to Security Officers.

Objective 7: ATOD will sponsor campus-wide events as well as events off campus promoting substance abuse and HIV prevention. This objective will not only educate the public about the services provided by ATOD but also will increase visibility of the Division of Student Affairs. (VC)

Metric: (Off-Campus) Educate the public about the services provided by the ATOD Prevention Center at BSU. Students will perform the play, "AIDS Has No Color" in August at the Center for Disease Control (CDC) and Prevention.

(On-Campus) Sponsor at least 5 campus-wide events during the fiscal year. Events will be planned by peer educators.

Outcome: **Completed.**

Off campus:

- CDC Conference in Atlanta as well as at Union Temple Baptist Church.

On campus:

- World Aids day sponsored a movie
- DUI driving Simulator
- Lets talk about SEX for Women Only
- 17 Information booths through the year on campus
- Sponsored The Safe Sex party with the Alphas
- Hosted a 2 day Men of Color Leadership Institute. Trainer was from the National Minority AIDS Council
- Over 1,000 students attended the HIV/AIDS Block party
- Other activities

Bowie State University
Division of Student Affairs

(Based on Institutional Goals and Vice Presidential Objectives)

FY 2009

Goal 1. Provide high-quality and affordable support services for all students.

Objective 1: *Improve Student Affairs Programs.*

- Metric: Provide students with an opportunity for evaluating and providing feedback on the services that are provided by Student Affairs.
- Outcome:
1. Each Student Affairs Department was required to provide customer services evaluations whenever students accessed services. The Evaluations were forwarded to the Office of the Vice President weekly and concerns were addressed via weekly SALT meetings and Individual one-on-one meetings with supervisors.
 2. The Student Affairs Advisory group was convened in the fall semester to monitor overall satisfaction with services in Student Affairs Divisions.
 3. The Student Affairs Leadership Team attended regular Student Body Meetings for the SGA to address concerns and complaint about services.
 4. The Vice President met on a regular basis with the President of SGA and GSA to discuss activities on campus and stayed ahead of issues and concerns before they became major unresolved issues

Goal 2. Support growth by enhancing recruitment, access and retention efforts University-wide.

Objective 1: *Enhance university-wide retention efforts.*

Metric: Receive reports from the Vice President for Student Affairs indicating how results of Counseling Services assessment are being used to improve services by November 1, 2008 and April 1, 2009

Outcome: The Vice President reported at midyear and at yearend on the progress of the review for the Department of Counseling. The Counseling Center implemented many of the proposals identified in the 2007 – 2008 review of services per the standards used by the Council on the Achievement of Standards.

Metric: Provide reports from the Vice President on implementation of the BSU plan to close the achievement gap.

Outcome: The Vice President and the Assistant Vice President for Academic Affairs supported the creation of the Coaching Program. The Coaching Program identified students that would have been released from housing contract and had one-on-one coaching sessions with the about forty students. The evaluation of the program has been placed on hold until later during the summer.

Objective 2: *Support the university's enrollment efforts to make living on campus an improved experience (increase residential housing to 35 – 40 % and planning for a new student center.)*

Metric: Make the Vice President for Administration and Finance and the Vice President for Student Affairs responsible for increasing housing stock on campus and the development of the Student Center.

Outcome: Worked with Dr. Brockenbrough to develop plans for future growth in housing. Series of meetings included verifying our growth potential with USM System Office (Jim Sansbury), discussions with three private developers (i.e. Noelker and Hull) about potential growth and expansion, and working to improve the financials in CMRC via monthly meeting with MEDCO/Capstone.

Outcome: Worked with Dr. Brockenbrough to create a program document planning committee for the new student center. Developed a campus wide committee to develop plan and kept the Cabinet involved at major points along the way. Final recommendations were presented to the Cabinet in June 2009.

Goal 3. Promote regional economic and workforce development.

Objective 1: *Improve opportunities for students in the Department of Career Services*

Metric: Increase number of placements in Internships and Cooperative Educations.

Outcome: The number of internships in 2008-2009 increased from 39 (07/08) to 42 (08/09) and the number of Cooperative Education Slots increased from 92 (07/08) to 101 (08/09)

Metric: Continue Outreach to provide more developmental opportunities for students

Outcome: Redeveloped the partnership with the national Black Executive Exchange Program to bring more African American executives to campus to provide mentoring and career development opportunities

Goal 4. Increase the University's External Funding

Not applicable this year!

Goal 5. Promote effective use of institutional resources.

Objective 1: *Continue implementation of the Emergency Preparedness Plan for Bowie State University*

Metric: Complete Board of Regent Recommendations for campus preparedness by December 2008 deadline.

Outcome: Vice President submitted EPP by USM deadline. The EPP is updated as needed. Plans were accepted and await a review by university system internal auditors this summer.

Goal 6. Enhance the University's image.

Objective 1: *Continue to support the Honda All Star Program.*

Metric: Review and make adjustments to the Honda All Star completion.

Outcome: Created an Advisory Board for Honda, changed the Head Coach, and increase performance at competition. The 2009 Team performed significantly better than it has in a number of years.

Metric: Report on Vice President Activities that support the University goals and mission.

Outcome:

- Served on search committee for the Men's basketball Coach
- Served on the search committee for the Men's Football Coach
- Served on a review committee for the SWOT analysis for the College of Business
- Supported the creation of the LBGTQ and A Advisory Board
- Served as an advisor for the Black Male Agenda
- Coordinated efforts to review a proposal for Youth Leadership Development
- Represented Bowie State at one career day event at Gwynn park Middle School in Upper Marlboro
- Selected as chair of the USM System Student Affairs Vice president's group
- Attended the Summit for Emergency Preparedness for HBCU's in Emmetsburg, Md.

- Served on a doctoral candidate dissertation committee
- Panelist for the Annual Retention Conference at Ocean City Md.
- Selected to attend the Millennium Leadership Initiative, Class of 2009
- Responded to the internal review of SGA funds and provided more oversight for funds.
- Coordinated a visit by Association of College and University Housing Officers International to Bowie State. Visitors represented Universities and Colleges from Australia, New Zealand, Scotland and England.

Bowie State University
Division of Student Affairs

(Based on Institutional Goals and Vice Presidential Objectives)

FY 2008

Goal 1. *Provide high-quality and affordable academic programs and support services for all students.*

Objective 1: *Evaluate Student Affairs Programs.*

Metric: Complete a self study for each department to determine effectiveness.
Complete by December 15, 2007

Outcome: **Completed:** Each department reviewed the CAS standards that were completed in 2005 to align practices with standards.

Objective 2: *Create a Student Affairs leadership education program.*

Metric: Create a leadership cadre and plan programs for the cadre.
Complete by May 1, 2008

Outcome: (Continued due to loss of Dean)

Objective 3: *Review support services throughout the University.*

Metric: Evaluate job descriptions for all leadership and management Student Affairs Staff and adjust where necessary to align with strategic plans for BSU.
Complete one department each month starting in October and complete by June 1, 2008

Outcome: **Completed:** An initial review was made to make certain that all job descriptions were current and up to date.

Objective 4: *Review current housing assignment procedures.*

Metric: Evaluate current housing assignment procedures and determine effectiveness per

enrollment goals for the University. Make adjustments to procedures and recommend plan for approval to Executive Leadership Team and the Cabinet.
Complete by May 2008
Outcome: **Completed:** Through a series of meetings and discussions adjustments were made to the procedures. Waiting for the implementation of the on line room reservation model

Objective 5: *Develop plans to increase housing on campus.*

Metric: Work with Business and Finance to maintain/ approve debt ratio in CMRC and identify possible solutions.
Complete by May 1, 2008
Outcome: **Ongoing:** Positive efforts have been made to move the debt ratio closer to the goal

Goal 2: Support growth by enhancing recruitment, access and retention efforts University-wide.

Objective 1: *Enhance Student Affairs retention strategies that support the University's Enrollment Plans.*

Metric: Implement plans
Complete by April 1, 2008
Outcome: (Waiting for Enrollment Plan to be completed)

Goal 3: Promote regional economic and workforce development.

Objective 1: *Increase Department initiatives and enhance the role of the Department of Career Services.*

Metric: Create operating plans in place for a University wide clearing house for internships and co-ops.
Complete by May 2008
Outcome: **Completed:** Clearing house established. More follow-up and constant monitoring will be needed to maintain efforts.

Objective 2: *Increase the number of students doing co-ops and*

internships.

Metric: Increase actual placements by 10%
Complete by May 1, 2008
Outcome: **Completed:** Reached goal

Goal 4: Increase the University's External Funding.

Objective 1: *Encourage Student Affairs staff to contribute to the University related and sponsored initiatives.*

Metric: Invite Advancement Staff to Departmental meetings to discuss giving options.
Complete by May 1, 2008
Outcome: **Completed:** Invited IA Staff to discuss giving options

Goal 5: Promote effective and efficient use of institutional resources.

Objective 1: *Support attendance for professional/volunteer organizations, hold staff retreats to enhance staff performance, and recognize outstanding achievement in various departments in appropriate ways.*

Metric: Create an environment that will encourage Student Affairs employees to maximize their potential to enhance their performance.
Complete by May 1, 2008
Outcome: **Completed:** Division wide efforts encouraged and supported staff to attend conferences, staff members were nominated for various awards, held midyear and end of year retreat.

Goal 6: Enhance the University's Image.

Objective 1: *(Off-Campus) Educate the public about the services provided by Bowie State University and the Student Affairs Division.*

Metric: Complete by May 1, 2008
Outcome: **On Going:** Through series of on campus meetings and presentations the Senior Leadership in Student Affairs met with students to further enhance understanding of services.

Objective 2: *(On-Campus) Increase visibility of the Division of Student Affairs.*

Metric: Increase school spirit via selected competitive events and increasing awareness of activities on campus.
Complete by May 1, 2008

Outcome: **Completed:** ATOD, Residence Life and Student Life provided more programs aimed at increasing awareness.

Artie L. Travis

Goals: Division of Student Affairs

Bowie State University

Resubmitted – September 25, 2007