



Measuring Our Progress: Goals, Outcomes, and Metrics

November 8, 2012

Visionary Goal: *By 2025 Kansas State University will be recognized as one of the nation's Top 50 Public Research Universities.*

Benchmark Metrics

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|-----|---|-----|--|
| B-1 | Total research and development expenditures | B-5 | Number of doctorates granted annually |
| B-2 | Endowment pool | B-6 | Freshman-to-sophomore retention rate |
| B-3 | Number of national academy members | B-7 | Six-year graduation rate |
| B-4 | Number of faculty awards | B-8 | Percent of undergraduate students involved in research |

Thematic Goals

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|-----|--|-----|-------------------------------|
| T-1 | Research, Scholarly and Creative Activities, and Discovery (RSCAD) | T-5 | Faculty and Staff |
| T-2 | Undergraduate Educational Experience (UEE) | T-6 | Facilities and Infrastructure |
| T-3 | Graduate Scholarly Experience: | T-7 | Athletics |
| T-4 | Engagement, Extension, Outreach and Service | | |

Common Elements

| | | | |
|------|------------------------------|------|----------------|
| CE-1 | Communications and Marketing | CE-5 | Funding |
| CE-2 | Culture | CE-6 | International |
| CE-3 | Diversity | CE-7 | Sustainability |
| CE-4 | External Constituents | CE-8 | Technology |



Thematic Goal I: Research, Scholarly and Creative Activities, and Discovery (RSCAD)

Create a culture of excellence that results in flourishing, sustainable, and widely recognized research, scholarly and creative activities, and discovery in a variety of disciplines and endeavors that benefit society as a whole.

University Outcomes for Thematic Goal I

Short Term (2011-2015)

- T1-A *Increased intellectual and financial capital to support RSCAD*
- T1-B *More clusters/centers of collaborative RSCAD focus*
- T1-C *Increased funding for investigator-based research, research centers, and graduate training grants*
- T1-D *Tuition waivers for all GRAs*
- T1-E *Competitive compensation and support available to GRAs, GTAs, and GAs*
- T1-F *Enhanced and systematic approach for UG research*
- T1-G *Successful recruitment, retention, evaluation, compensation, and rewards strategies in place to support RSCAD needs*
- T1-H *Enhanced visibility and appreciation for research, discovery, and scholarly and creative activities*

Intermediate Term (2016-2020)

- T1-I *Intellectual and financial capital in place for expanded RSCAD efforts*
- T1-J *Greater proportion of nationally and internationally recognized award-winning faculty in RSCAD programs*
- T1-K *Nationally and internationally recognized research centers*
- T1-L *Recognized for prominent and productive placement of our graduates*
- T1-M *Increased participation by undergraduates in expanded opportunities in research*

Long Term (2021-2025)

- T1-N *Fifty nationally recognized K-State researchers, a high proportion of which are members of their national academies*
- T1-O *Extramural funding competitive with our benchmark institutions*
- T1-P *Research and development expenditures competitive with benchmark institutions*
- T1-Q *Competitive amongst our peers in the percentage of undergraduates involved in research*

University Metrics for Thematic Goal I

- T1-1 # of interdisciplinary research projects, institutes, and centers
- T1-2 Total sponsored extramural funding expenditures
- T1-3 # of juried, adjudicated, or externally vetted performances, shows and designs
- T1-4 # of refereed scholarly publications per academic year and allocated faculty member
- T1-5 Total international research and development expenditures



Thematic Goal II: Undergraduate Educational Experience

Build a connected diverse, empowered, engaged, participatory culture of learning and excellence that promotes undergraduate student success and prepares students for their professional, community, social, and personal lives.

University Outcomes for Thematic Goal II

Short Term (2011-2015)

- T2-A *Excellent, customized academic advising and services available to all students to support their success and degree completion*
- T2-B *Engaged students benefitting from high impact educational practices used by excellent faculty and staff across the university*
- T2-C *Increased participation by undergraduates in expanded opportunities for meaningful research*
- T2-D *Successful integration of undergraduate education and meaningful research is standard practice*
- T2-E *Effective evaluation practices that recognize and reward teaching, advising, and life-long learning/professional development*
- T2-F *Effective system in place that supports and promotes teaching excellence*
- T2-G *Successful recruitment and retention strategies that address our entire student population*
- T2-H *Improved six-year graduation rates and retention ratios*

Intermediate Term (2016-2020)

- T2-I *Integrated learning communities experienced by students, faculty, and staff that promote student success within a culture of excellence*
- T2-J *Excellent reputation for high quality teaching and advising that prepares students for their professional, community, social, and personal lives*
- T2-K *Superior and diverse faculty recognized for teaching excellence*
- T2-L *All UG students engaged in a diversity of experiences that expand their viewpoint*
- T2-M *Increased undergraduate contributions in the creation of scholarship through research*
- T2-N *Ongoing improvement of six-year graduation rates and retention ratios*

Long Term (2021-2025)

- T2-O *An undergraduate educational experience recognized as one of the best among the nation's Top 50 Public Research Universities*
- T2-P *Faculty teaching and advising awards comparable to our benchmark institutions*
- T2-Q *Freshman to Sophomore retention ratios comparable to benchmark institutions*
- T2-R *Six-Year graduation rates comparable to benchmark institutions*

University Metrics for Thematic Goal II

- T2-1 # and % of undergraduate students participating in a meaningful international experience
- T2-2 # and % of undergraduate students completing an experiential learning experience
- T2-3 Total funding awarded for undergraduate scholarship support
- T2-4 # and % of students participating in an undergraduate student success program
- T2-5 # of students awarded national and international prestigious scholarships
- T2-6 % of undergraduate enrollment by demographic group
- T2-7 Student satisfaction and utilization rates



Thematic Goal III: Graduate Scholarly Experience

Advance a culture of excellence that attracts highly talented, diverse graduate students and produces graduates recognized as outstanding in their respective professions.

University Outcomes for Thematic Goal III

Short Term (2011-2015)

- T3-A *Competitive compensation and support available for GRAs, GTAs, and GAs*
- T3-B *Tuition waivers for all GRAs*
- T3-C *Engaged graduate students integrated in university life with enhanced visibility and appreciation*
- T3-D *Outstanding mentoring for our graduate students*
- T3-E *Expectation of excellence for the graduate scholarly experience*
- T3-F *Increased capacity to secure funding for graduate research and teaching*
- T3-G *Broader spectrum and greater overall number of courses offered at the graduate, and especially at the PhD level*
- T3-H *Expanded partnerships with industry and government to provide high level learning and experiential training opportunities for graduate students*

Intermediate Term (2016-2020)

- T3-I *Increased participation by our graduate students in unique high level learning and experiential training*
- T3-J *Expanded reputation for outstanding graduates with the critical skill sets needed to excel in their careers in a global environment*
- T3-K *Increased funding for graduate research and teaching*
- T3-L *Increased number of nationally and internationally recognized award-winning graduate faculty*
- T3-M *Increased number of Doctorates Awarded*

Long Term (2021-2025)

- T3-N *National and international reputation for outstanding graduates with demonstrable career success*
- T3-O *World-class reputation as a preferred destination for outstanding graduate students*
- T3-P *Stable funding for graduate research and teaching competitive with benchmark institutions*
- T3-Q *Doctorates Awarded comparable with benchmark institutions*

University Metrics for Thematic Goal III

- T3-1 # and % of graduate students with assistantships, endowed scholarships, and fellowships
- T3-2 Total funds awarded for graduate assistantships, endowed scholarships, and fellowships
- T3-3 # and % of graduate programs offering competitive compensation and support packages
- T3-4 # of private/public sector partnerships supporting graduate experiential training opportunities
- T3-5 # of graduate students participating in a unique high level learning and experiential training
- T3-6 # of graduate terminal degrees awarded
- T3-7 Total graduate students enrolled by demographic group and degree type
- T3-8 Graduate student satisfaction and utilization rates



Thematic Goal IV: Engagement, Extension, Outreach and Service

Be a national leader and model for a re-invented and transformed public research land-grant university integrating research, education, and engagement.

[*Engagement* refers to all EEOS (engagement, extension, outreach, and service)]

University Outcomes for Thematic Goal IV

Short Term (2011-2015)

- T4-A *Enhanced integration between academics and student service learning*
- T4-B *Increased participation by undergraduates in expanded opportunities for meaningful Engagement experiences*
- T4-C *Increased recognition of our services as a source of expertise, information, and tools for disciplines worldwide*
- T4-D *Increased numbers and diversity of faculty and staff participating in Engagement*
- T4-E *Increased extramural funding for Engagement initiatives at the local, state, national, and international level*
- T4-F *Recognition as leaders in Engagement within our state and nation*
- T4-G *Enhanced visibility and appreciation for Engagement and its interconnectedness with research and education within our university community*

Intermediate Term (2016-2020)

- T4-H *Exposure on a national level as a leader/partner engaged in significant social, political, health, economic and, environmental issues*
- T4-I *All undergraduate students engaged in at least one engagement /service learning project*
- T4-J *Increased number of graduate students involved in Engagement*
- T4-K *Increased appreciation by K-State graduates for lifelong involvement in engagement and service*
- T4-L *Increased capacity to respond to emergencies worldwide*
- T4-M *Preferred destination for faculty, staff, and students who value Engagement as integral to their academic and personal lives*

Long Term (2021-2025)

- T4-N *Nationally recognized as a leader in and model for a re-invented and transformed land-grant university integrating research, education, and engagement*
- T4-O *Nationally and internationally recognized as leaders in Engagement on a global scale*
- T4-P *Recognized as a leader in Engagement reaching both rural and urban communities*

University Metrics for Thematic Goal IV

- T4-1 # and % of undergraduate students participating in engagement/service learning
- T4-2 Total extramural-funded expenditures for Engagement initiatives at the local, state, national, and international level
- T4-3 # of partnerships by sector and geographic boundary supporting collaborative research, education, and engagement
- T4-4 # of engagement activities and programs disaggregated by geographic boundaries
- T4-5 # of participants involved in community-based research and outreach projects
- T4-6 Economic impacts on rural and urban communities in Kansas



Thematic Goal V: Faculty and Staff

Foster a work environment that encourages creativity, excellence, and high morale in faculty and staff, responds to changing needs, embraces diversity, values communication and collaboration, and is respectful, trusting, fair, and collegial for all.

University Outcomes for Thematic Goal V

Short Term (2011-2015)

- T5-A *Total compensation competitive with aspirant university and regional employers for faculty and staff in high priority areas*
- T5-B *Efficient, effective, and integrated university HR processes and services that place employees in the right positions with the right skill sets at the right time*
- T5-C *Career-long learning recognized by the university and its employees as a shared value and responsibility*
- T5-D *Effective evaluation processes that result in accountable faculty and staff with a clear understanding of their job expectations and how they contribute to the University's mission*

Intermediate Term (2016-2020)

- T5-E *Total compensation competitive with aspirant university and regional employers for all employees*
- T5-F *Faculty and staff current with developments in their fields and the skills needed to achieve excellence in performing their jobs*
- T5-G *Successful recruitment and retention of a talented and high performing, diverse workforce*

Long Term (2021-2025)

- T5-H *Talented and high performing, diverse workforce recognized for excellence and award-winning faculty and researchers*
- T5-I *Stable funding available for recruitment and retention of top level faculty and staff*
- T5-J *Optimal number of faculty and staff comparable with our benchmark institutions*

University Metrics for Thematic Goal V

- T5-1 # of national and international faculty awards
- T5-2 # and % of faculty with endowed chairs, professorships, and fellowships
- T5-3 Competitive compensation packages for faculty and staff
- T5-4 # and % of faculty and staff participating in international experiences
- T5-5 % of tenure/tenure-track faculty by demographic group
- T5-6 % of fulltime staff by demographic group
- T5-7 % of faculty and staff reporting satisfaction in the work environment



Thematic Goal VI: Facilities and Infrastructure

Provide facilities and infrastructure that meet our evolving needs at a competitive level with our benchmark institutions and are an asset to recruit and retain quality students, faculty, researchers, and staff.

University Outcomes for Thematic Goal VI

Short Term (2011-2015)

- T6-A *Responsive, timely, and strategic facilities services aligned with campus operational needs as well as future planning and implementation*
- T6-B *Adequate temporary space to house programs and staff impacted by renovations of existing facilities*
- T6-C *Robust and reliable information technology ensuring business continuity and consistent with the achievement of the highest quality levels of support for research, instruction, student services, and administration*

Intermediate Term (2016-2020)

- T6-D *Adequate office space for all K-State employees equipped to support their work and productivity*
- T6-E *Enhanced campus community experience and collaborative learning and working environments promoted by facilities that support multidisciplinary work and integrated interaction between students, faculty, researchers, staff, and administrators*
- T6-F *Efficient, reliable, and cost-effective central and building utilities with the capacity for expansion as needed to support campus needs and guarantee the safety, comfort, and integrity of our research, animal, and human environments*

Long Term (2021-2025)

- T6-G *High quality, technology enabled, flexible and adaptable classroom space appropriate to the evolving needs of the learning environment and readily available to K-State faculty and students*
- T6-H *High-quality research laboratories and specialty spaces that enhance research and scholarly activities*
- T6-I *Well-maintained buildings, utilities, IT infrastructure, and grounds consistent with the expectations and image of a highly ranked land grant research and teaching institution*
- T6-J *An excellent campus community experience supported by facilities and landscapes that enhance social interaction, learning and collaboration*
- T6-K *Signature facilities that promote collaborative learning and working environments, multidisciplinary work, and integrated interaction between students, faculty, researchers, staff, and administrators*

University Metrics for Thematic Goal VI

- T6-1 # and % of technology enabled classrooms
- T6-2 Total expenditures for physical facilities and infrastructure projects
- T6-3 Total annual expenditures for deferred maintenance
- T6-4 Total funding available to support facilities and infrastructure needs
- T6-5 % of faculty, staff, and students reporting satisfaction with facilities and infrastructure



Thematic Goal VII: Athletics

Strengthen the interconnectivity between intercollegiate athletics and the campus community to prepare our student-athletes for success in school, in sport, and after graduation and benefit our university, community, and state.

University Outcomes for Thematic Goal VII

Short Term (2011-2015)

- T7-A *Outstanding academic and athletic success by our student-athletes*
- T7-B *Enhanced learning environments and relationships promoted by facilities and integrated activities that support interaction between students, student-athletes, and the campus community*
- T7-C *Enhanced integration between academics and athletics*
- T7-D *Increased support for academics through athletics*
- T7-E *Exposure on a national and global level with unique branding that highlights the academic/athletic success of our student-athletes*

Intermediate Term (2016-2020)

- T7-F *A world-class student-athlete experience*
- T7-G *Outstanding student-athletes prepared to excel in their chosen careers and community and personal lives*
- T7-H *Increased funding for our total endowment*

Long Term (2021-2025)

- T7-I *National reputation for a world-class student-athlete experience*
- T7-J *Recognized leader in integrating academics and athletics*
- T7-K *World-class facilities at all levels*
- T7-L *Sustained funding for student-athlete scholarships*

University Metrics for Thematic Goal VII

To be determined