



# University Goal Metrics and Operational Definitions

Visionary Goal: By 2025 Kansas State University will be recognized as one of the nation's Top 50 Public Research Universities.					
#	University Goal Metrics	Performance Target and Operational Definition	Data Source	Current 2025 Outcomes	Comments/Notes
B-1	Total research and development expenditures	<p>Total research and development expenditures competitive with our 2025 benchmark institutions.</p> <p>As collected by National Science Foundation (NSF) academic institution expenditures for research and development in science and engineering fields funded by an external agency or organization (“sponsored research”) or by a separately budgeted organizational unit within the institution (“university research”). With the exception of instruction and training activities, this includes research expenditures for education, arts and humanities, business and management, communication and journalism, and social work. For additional definitional details refer to the crosswalk analysis.</p>	NSF Survey of Research and Development Expenditures at Universities and Colleges [ <i>Center for Measuring University Performance (CMUP)</i> ]	T1-P	Most of the college plans have formulated as “revenue” rather than “expenditures,” and they should review to determine if they actually mean “expenditures.” And are using the CMUP definition. If broader, than it should be captured as metric T1-2.
B-2	Endowment pool	<p>Total endowment pool compared to our 2025 benchmark institutions.</p> <p>The endowment pool is the annual reported Market Value of K-State’s endowment assets, which is impacted by the percentage change in the Market Value of an Endowment from one year to the next as reported by National Association of College and University Business Officers (NACUBO) survey. For additional definitional details refer to the crosswalk analysis.</p>	NACUBO Endowment Study (as reported in the Chronicle of Higher Education) [ <i>CMUP</i> ]		Also known as “Endowment Assets” [ <i>Center for Measuring University Performance</i> ]
B-3	Number of national academy members	<p>Number of national academy members competitive with our 2025 benchmark institutions.</p> <p>Number of K-State faculty in the National Academy of Sciences (NAS), the National Academy of Engineering (NAE), or the Institute of Medicine (IOM).</p>	Online membership directories for the NAS, NAE, and IOM [ <i>Center for Measuring University Performance</i> ]		
B-4	Number of faculty awards	<p>Number of faculty awards competitive with our 2025 benchmark institutions.</p> <p>This is defined as the number of faculty awards in the arts, humanities, science, engineering, and health fields as collected from selected prominent grant and fellowship programs. For additional definitional details refer to the crosswalk analysis.</p>	Directories or web-based listings for multiple agencies or organizations [ <i>CMUP</i> ]		Most of the college plans have included “increased faculty awards” but not as specifically defined by CMUP. If broader, than it should be captured as metric T5-1.



# University Goal Metrics and Operational Definitions

Visionary Goal: By 2025 Kansas State University will be recognized as one of the nation's Top 50 Public Research Universities.					
#	University Goal Metrics	Performance Target and Operational Definition	Data Source	Current 2025 Outcomes	Comments/Notes
B-5	Number of doctorates granted annually	<p>Increase the number of doctorates granted annually to be competitive with our 2025 benchmark institutions.</p> <p>The number of doctorates awarded between July 1 and June 30 as reported in the Integrated Postsecondary Education Data System (IPEDS).</p>	IPEDS Completion Survey [CMUP]	T3-Q	
B-6	Freshman-to-sophomore retention rate	<p>Increase freshman-to-sophomore retention rate to be comparable with our benchmark institutions.</p> <p>The percent of the fall cohort of full-time first-time bachelor's (or equivalent) degree-seeking undergraduate students (including those entering during the summer term preceding the fall session) who have persisted from their first fall semester to their second fall semester disaggregated by demographic group.</p>	IPEDS Enrollment Survey	T2-H, T2-N, T2-Q	Some colleges' contribution to this metric is maintaining their retention rate.
B-7	Six-year graduation rate	<p>Increase six-year graduation rate to be comparable with our benchmark institutions.</p> <p>For the fall cohort of full-time first-time bachelor's (or equivalent) degree-seeking undergraduates students (Including those entering during the summer term preceding the fall session), the percent of students who completed the program in 6 years or less disaggregated by demographic group.</p>	IPEDS Graduation Rates Survey	T2-H, T2-N, T2-R	
B-8	Percent of undergraduate students involved in research	<p>Increase the percent of the undergraduate students involved in research.</p> <p>The percent of the undergraduate student population participating in research. Research includes either a formal research experience (i.e., enrolled in one of five programs that directly require students to work on research with a faculty mentor) or one of a number of specified courses across many curricula which require a research project as a graded and assessed part of the course <b>(Definition provided to KBOR).</b></p>	TBD	T1-M, T1-Q, T2-C	This definition for "research" is different than what was proposed by the UGRTF*.

\* Proposed by UG Research Taskforce (UGRTF): Undergraduate research and creative endeavors are defined as scholarly, collaborative, authentic, original work or an assessment from a new point of view conducted by a student or group of students within a mentored environment for the purpose of publicly disseminating the information through a university seminar, poster/oral conference presentation, performance, exhibition, and/or publication. The projects shall involve inquiry, design, investigation, research, scholarship, discovery, application, writing, and/or performance to a greater or lesser degree depending on the discipline. Consideration should include credit-bearing research/creative endeavors that occur as a result of programmatic expectations. For example, a research/creative project as a required capstone expectation should be considered and assessed as research. At Kansas State University there is significant research with which a student gains credit. Research should be judged on its merit within the defined qualifications.



# University Goal Metrics and Operational Definitions

Thematic Goal I. Research, Scholarly and Creative Activities, and Discovery (RSCAD): <i>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.</i>				
#	University Goal Metrics	DRAFT – Operational Definitions - DRAFT	Data Source	Comments/Notes
T1-1	# of interdisciplinary research projects, institutes, and centers	Number of interdisciplinary research projects, institutes, and centers including collaborative projects, centers of international collaborative research focus, and research centers of excellence that are regionally, nationally, or internationally recognized.		
T1-2	Total sponsored extramural funding expenditures	Total expenditures from sponsored funding from grants and contracts for research, scholarly and creative activities, and discovery. This metric includes expenditures captured by the definition of B-1 as well as other sources of extramural funding.		
T1-3	# of juried, adjudicated, or externally vetted performances, shows and designs	Total # of juried, adjudicated, or externally vetted performances, shows and designs per academic year.		
T1-4	# of refereed scholarly publications per academic year and allocated faculty member	Total # of refereed (peer-reviewed) scholarly publications in an academic year and per allocated faculty member.		
T1-5	Total international research and development expenditures	Total expenditures from sponsored funding from grants and contracts that include international research and/or development.		



# University Goal Metrics and Operational Definitions

Thematic Goal II. Undergraduate Educational Experience (UEE): <i>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.</i>				
#	University Goal Metrics	DRAFT – Operational Definitions - DRAFT	Data Source	Comments/Notes
T2-1	# and % of undergraduate students participating in a meaningful international experience	Total # and % of undergraduate student population participating in a meaningful international experience. International experiences include study abroad, service learning, short-term courses, cultural immersion, international competitions, etc.		
T2-2	# and % of undergraduate students completing an experiential learning experience	Total # and % of undergraduate student population completing an experiential experience. Experiential learning experience is defined as a practicum, internship, field experience, co-op experience, capstone, clinical assignment, or service learning.		
T2-3	Total funding awarded for undergraduate scholarship support	Total support for undergraduate students as a whole and disaggregated by demographic groups. Demographic groups include historically underserved or under-represented populations, military-veteran, adult learners (age 25+), first generation, transfer, etc.		
T2-4	# and % of students participating in an undergraduate student success program	Total # and % of students involved in an undergraduate student success program disaggregated by demographic group. Student Success programs are defined to include Executive Mentors, K-State FYE, Honors programs, REU, Developing Scholars, transition programs, etc.		
T2-5	# of students awarded national and international prestigious scholarships	Total # of undergraduate students who received national and international prestigious awards/scholarships for given year. Examples include: Churchill, Fulbright, Gates, Goldwater, Marshall, Rhoades, Truman, etc.		
T2-6	% of undergraduate enrollment by demographic group	% of undergraduate enrollment by demographic group. Demographic groups include in historically underserved populations of students include all domestic non-Caucasian groups: African American, Native American, Hispanic/Latin American, Asian American, and multiracial (these domestic diversity groups are based on US census categories) as well as other demographic groups such as military-veteran, adult learners (age 25+), first generation, transfer, etc. This measure will be based on the 20 <sup>th</sup> day enrollments for the fall semester each year.		
T2-7	Student satisfaction and utilization rates	More work needs to be done to determine the appropriate measures and targets.  Could Include satisfaction with and utilization rates of student services such as academic advising/mentoring, career advising, housing and dining, accessibility of faculty, student support services, library, recreation, enrollment management, etc. as well as satisfaction with career preparation.		



# University Goal Metrics and Operational Definitions

Thematic Goal III. Graduate Scholarly Experience: <i>Advance a culture of excellence that attracts highly talented, diverse graduate students and produces graduates recognized as outstanding in their respective professions.</i>				
#	University Goal Metrics	DRAFT – Operational Definitions - DRAFT	Data Source	Comments/Notes
T3-1	# and % of graduate students with assistantships, endowed scholarships, and fellowships	Total # and % of graduate students with assistantships, endowed scholarships, and fellowships per academic year. Source will be determined and it will be disaggregated for graduate student programs, and demographic groups.		
T3-2	Total funds awarded for graduate assistantships, endowed scholarships, and fellowships	Total funds awarded for graduate assistantships, endowed scholarships, and fellowships, disaggregated for graduate student programs, and demographic groups.		
T3-3	# and % of graduate programs offering competitive compensation and support packages	The number and percentage of graduate programs offering competitive graduate student (GA, GRA, GTA) total compensation packages (i.e., stipend, tuition assistance, benefits, and scholarships)		
T3-4	# of private/public sector partnerships supporting graduate experiential training opportunities	Total # of private and public sector partnerships to support graduate experiential training opportunities, both international and national		
T3-5	# of graduate students participating in a unique high level learning and experiential training	Total # of the graduate student population participating in high level learning and experiential training opportunities available through public/private sector partnerships, such as such as a practicum, internship, field experience, research, co-op experience, or clinical assignment.		
T3-6	# of graduate terminal degrees awarded	Total # of graduate terminal degrees awarded (Masters, Doctorates, Professional) disaggregated by degree type. Number of doctorates awarded is captured in B-5.		
T3-7	Total graduate students enrolled by demographic group and degree type	Total graduate students enrolled disaggregated by demographic groups and terminal degree type (Masters and Doctorates)		
T3-8	Graduate student satisfaction and utilization rates	Could Include satisfaction with and utilization rates of student services such as academic advising/mentoring, career advising, housing and dining, accessibility of faculty, student support services, library, recreation, enrollment management, etc. as well as satisfaction with career preparation. Satisfaction with selected measures from the NSSE, such as "Supportive campus environment".		



# University Goal Metrics and Operational Definitions

Thematic Goal IV. Engagement, Extension, Outreach and Service: <i>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)]</i>				
#	University Goal Metrics	DRAFT – Operational Definitions - DRAFT	Data Source	Comments/Notes
T4-1	# and % of undergraduate students participating in engagement/service learning	# and % of undergraduate students participating in a least one engagement/service learning experience		
T4-2	Total extramural-funded expenditures for Engagement initiatives at the local, state, national, and international level	Total extramural funding expended for Engagement (EEOS) initiatives at the local, state, national, and international level.		
T4-3	# of partnerships by sector and geographic boundary supporting collaborative research, education, and engagement	Total # of partnerships by sector and geographic boundary supporting collaborative research, education, and engagement activities and initiatives, including internships, assistantships, etc.		
T4-4	# of engagement activities and programs disaggregated by geographic boundaries	# of engagement (EEOS) activities and programs disaggregated by geographic boundaries. Geographic boundaries includes local, state, regional, national, international, urban, rural, etc.		
T4-5	# of participants involved in community-based research and outreach projects	Count of participants in Extension and community-based programs, as reported by departments and faculty through an online survey distributed once a year by the CECD.		
T4-6	Economic impacts on rural and urban communities in Kansas	To be defined.		



# University Goal Metrics and Operational Definitions

<b>Thematic Goal V. Faculty and Staff:</b> <i>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.</i>				
#	University Goal Metrics	DRAFT – Operational Definitions - DRAFT	Data Source	Comments/Notes
T5-1	# of national and international faculty awards	Total # of national and international faculty and researchers <u>awards</u> , per academic year, disaggregated by disciplines and award type (teaching, research, engagement, etc.). Note: This is a broader measure than B-4, which includes awards defined by the CMUP.		
T5-2	# and % of faculty with endowed chairs, professorships, and fellowships	Total and % of faculty with endowed chairs, professorships, and faculty fellowships		
T5-3	Competitive compensation packages for faculty and staff	Measures to be defined by Faculty Compensation Group		
T5-4	# and % of faculty and staff participating in international experiences	Includes but not limited to inviting presentations, sponsored funding, scholarly collaborations, extension and engagement activities, travel grants, sabbatical, international awards, and any other prestigious recognition		
T5-5	% of tenure/tenure-track faculty by demographic group	% of tenure/tenure track faculty by demographic group.		
T5-6	% of fulltime staff by demographic group	% of fulltime staff by demographic group		
T5-7	% of faculty and staff reporting satisfaction in the work environment	% of faculty and staff reporting satisfaction in the work environment according to various climate survey measures, conducted on a periodic basis		



# University Goal Metrics and Operational Definitions

Thematic Goal VI. Facilitates and Infrastructure: <i>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.</i>				
#	University Goal Metrics	DRAFT – Performance Target and Operational Definitions - DRAFT	Data Source	Comments/Notes
T6-1	# and % of technology enabled classrooms			
T6-2	Total expenditures for physical facilities and infrastructure projects	Total expenditures for physical facilities and infrastructure projects, defined as capital improvements, (not maintenance), for a given fiscal year		
T6-3	Total annual expenditures for deferred maintenance	Annual investment dollars expended for deferred maintenance.		
T6-4	Total funding available to support facilities and infrastructure needs	Total funding available to support capital improvements, deferred maintenance, technology and other infrastructure needs		
T6-5	% of faculty, staff, and students reporting satisfaction with facilities and infrastructure	This is defined as improved satisfaction rates with our office, learning, research, and living spaces for faculty, staff, and students and our infrastructures according to various climate survey measures, conducted on a periodic basis.		