

Kansas State University Performance Agreement 2014-2016

FTE: 20,014

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| Kansas State University | Foresight Goals | 3yr History | AY 2014 (Summer 2013, Fall 2013, Spring 2014) | | AY 2015 (Summer 2014, Fall 2014, Spring 2015) | | AY 2016 (Summer 2015, Fall 2015, Spring 2016) | |
|-------------------------|--|-------------|---|---------|--|---------|--|---------|
| | | | Institutional Performance | Outcome | Institutional Performance | Outcome | Institutional Performance | Outcome |
| 1 | Increase 1 st to 2 nd year Retention | 1 | 2010 - 81% (2843/3540) 2011 - 81.7% (2832/3465) 2012 - 80.3% (2771/3420) Baseline: 81% | | | | | |
| 2 | Increase Number of Degrees and Certificates awarded | 1 | 2010 - 4,645 2011 - 4,815 2012 - 5,255 Baseline: 4,905 | | | | | |
| 3 | Increasing Rank for Total Research Expenditures | 3 | 2007 - \$123.9M control rank =80 2008 - \$137.5M control rank = 77 2009 - \$146.3M control rank = 75 Baseline: rank average = 77 | | | | | |
| 4 | Increase Rank for Annual Giving | 3 | 2008 - \$56.1M control rank = 69 2009 - \$53.0M control rank = 65 2010 - \$58.6M control rank = 63 Baseline: rank average = 65 | | | | | |
| 5 | Increase number of students from underrepresented groups receiving degrees (UG & Grad) | 1 | 2010 - 293 2011 - 363 2012 - 423 Baseline: 360 | | | | | |
| 6 | Increase number of students who successfully complete First Year Seminar | 1 | 2010 - 478 2011 - 610 2012 - 727 Baseline: 605 | | | | | |

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Indicator 1: Increase 1st to 2nd year retention rates

This indicator is the percent of full-time first-time freshmen who return to K-State for their second year. The data are submitted to the Kansas Board of Regents and thus exist on their database. This is one of K-State's key metrics for the K-State 2025 strategic plan. We already have instituted a number of strategies that should positively impact retention rates, such as an enhanced first-year seminar program, living communities, and an early warning system designed to alert departments and advisors of students who are experiencing academic challenges early in the semester. We have plans to enhance other programs, such as advising and financial aid, to assist students in their first and second years in college, as well as provide more assistance to those students admitted through the exception window.

Indicator 2: Increase number of degrees and certificates awarded

This indicator is a count of the number of degrees awarded during the year. The data are submitted to the Kansas Board of Regents and thus exist on their database. As we work to improve our graduation rates, we expect the number of degrees and certificates awarded to increase each year. We are implementing a number of programs targeting first-to-second-year retention (see above), enhancing advising, and initiating programs that will increase the emphasis on graduation (e.g., new freshman convocation). We also will be monitoring "high-demand" classes to ensure that additional sections are offered when needed.

Indicator 3: Increase Rank of K-State on total research expenditures

This indicator is the rank for total research expenditures from extramural funds awarded to K-State, as reported to the NSF. The final ranks used are from the Arizona State University Center for Measuring University Performance annual publications. This indicator is another key metric for the K-State 2025 strategic plan and there are a number of factors that are expected to contribute to an increase in total research expenditures, including the growth in the Biosecurity Research Institute and the eventual construction of NBAF. Colleges and departments are actively focused on recruitment of faculty who have successful grant funding experience. Since the rankings of all universities are released two years after data submission, the ranks used will not match the exact years of the 2014-16 agreements.

Indicator 4: Increase Rank of K-State on annual giving

This indicator is the rank for the amount of expendable contributions (not endowed) made each year to the university through the K-State Foundation. The data (dollars and rankings) are from the Arizona State University Center for Measuring University Performance annual publications. This will be an important metric as we move forward in our fund raising efforts. We are in the silent phase of a \$1B fundraising campaign at this time, and expect annual giving to increase steadily in the coming years. Much effort has been devoted over the past year to provide opportunities for deans and department heads to expand their knowledge of the fundraising process. Similar to the ranks used in Indicator #3, the release of the data for annual giving is delayed by two years.

Indicator 5: Increase number of historically under-represented students receiving degrees (UG & Grad)

This indicator is the count of degrees awarded to students from historically underrepresented groups during the year. The count includes both graduate and undergraduate degrees. Diversity is one of the common elements of K-State 2025, and it is evident across all seven themes in K-State 2025. Thus, we are very interested in tracking our progress in this area. Underrepresented groups include Blacks, Hispanics, Native Americans, Hawaiians/Pacific Islanders, and Multi-racial. Over the past number of years, we have recruited and admitted an increasing number of students from underrepresented groups. We also have initiated a number of programs aimed at assisting students from historically underrepresented domestic groups with their transition to college, providing opportunities for them to gain research experience and to interact with student and faculty mentors. These and other programs will continue to increase the recruitment and retention of these groups of students in the future. The indicator is an assessment of our ultimate success in helping the students to degree completion.

Indicator 6: Increase number of students who successfully complete the First Year Seminar

This indicator is a count of the total number of students who complete the First Year Seminar, our program for first-year students. This program offers a variety of general education courses for first-year students. The courses invited into the program must be relatively small (20-30 students), with high levels of student interaction, hands on learning, and personalized attention from faculty. The purpose of the program is to provide a positive learning environment during students' first semester at K-State so they can develop a stronger connection to the university, their studies, the faculty, and their peers. Our data show that the students who complete the program show higher retention rates than students who have not completed the program. This indicator is one of our metrics in K-State 2025 for increasing retention and graduation rates. Increasing student success is an important part of our strategic plan. At the present time we have over 40 classes that are part of the program. We will continue to recruit faculty members to offer more classes for the program, and provide funding for adding new sections. The data for this indicator is gathered through our student information system, by specifying the classes in the program and counting the number of students who passed the classes.

Staff Comments and Recommendation:

Indicators 1 through 5 proposed by Kansas State University are *Foresight 2020* measurements. Staff recommended Indicator 6 also be a *Foresight 2020* measurement. For Indicator 6, K-State measured completion of its First Year Seminar because it directly ties into K-State's strategic goals for retention and graduation. K-State included two ranking indicators, which increased the difficulty of the agreement. Staff recommends approval.