Kansas State University Performance Agreement 2017-2019

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Kansas State University	Foresight Goals	3yr History	AY 2017 (Summer 2016, Fall 2016, Spring 2017)		AY 2018 (Summer 2017, Fall 2017, Spring 2018)		AY 2019 (Summer 2018, Fall 2018, Spring 2019)	
			Institutional Performance	Outcome	Institutional Performance	Outcome	Institutional Performance	Outcome
1 Increase 1st to 2nd year Retention	1	AY 2013 = 81.2% (3081/3794) AY 2014 = 83.3% (3128/3755) AY 2015 = 83.4% (3077/3688) Baseline: 82.6%						
2 Increase Number of Degrees and Certificates awarded	1	AY 2013 = 5,347 AY 2014 = 5,325 AY 2015 = 5,461 Baseline: 5,377						
3 Increasing Rank for Total Research Expenditures	3	FY 2012 = $154.9M, control rank = 71 FY 2013 = $163.5M, control rank = 71 FY 2014 = $169.9M, control rank = 70 Baseline: rank average = 70.7						
4 Increase Rank for Annual Giving	3	FY 2012 = $66.9M, control rank = 61 FY 2013 = $75.4M, control rank = 56 FY 2014 = $108.1M, control rank = 37 Baseline: rank average = 51.3						
5 Increase number of students from underrepresented groups receiving degrees	1	AY 2013 = 460 AY 2014 = 514 AY 2015 = 527 Baseline: 500						
6 Increase percent of degrees and certificates awarded in STEM fields	2	AY 2013 = 37.5% (2004/5347) AY 2014 = 37.4% (1993/5325) AY 2015 = 38.4% (2096/5461) Baseline: 37.8%						

Kansas State University Performance Agreement 2017-2019 Narrative

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 included in the annual Foresight 2020 report. This is one of K-State's key metrics for the K-State 2025 strategic plan. Our most recent retention rates demonstrate that the programs and initiatives that have been implemented are working to retain students and help them succeed in their academic work. Such programs as our first-year seminar program, academic living communities, more training and assistance for advisers, and an early warning system designed to alert departments and advisors of students who are experiencing academic challenges early in the semester, are all providing improved support for students. We continue to seek funding for more and larger scholarship packages for incoming freshmen as well as those who are sophomores, juniors and seniors. We continue to provide additional assistance to those students who are 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 included in the annual Foresight 2020 report. As we work to improve our graduation rates, we expect the number of degrees and certificates awarded to increase each year.   As noted above in Indicator #1, we have implemented a number of programs that support student success in first-to-second-year retention, with additional enhancements for students beyond their first year, including specific support for second-year students, increased scholarship opportunities for upperclassmen, and a variety of mentoring programs for students. We are also making enhancements to our summer school program to better support students in their progress toward their degree completion. One strategy is to monitor "high-demand" classes during the fall and spring, and assure that those classes will be available in the summer session.

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 rank used is from the Arizona State University Center for Measuring University Performance annual publication. 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 research at 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.

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. Where endowed funds are placed into accounts and the university is able to spend only a portion of the interest earned on the money, expendable contributions are able to be used immediately, usually for purposes specified by the donor. The data (dollars and rankings) are from the Arizona State University Center for Measuring University Performance annual publication. This will be an important metric as we move forward in our fund-raising efforts. We have raised about $886M toward our $1B goal of our Inspiration and Innovation fundraising campaign, 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.

Indicator 5: Increase number of historically under-represented students receiving degrees

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 integrated into 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 freshmen as well as transfer 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 percent of degrees and certificates awarded in STEM fields

This indicator is calculated using the total number of degrees and certificates awarded in STEM fields (using the Kansas Board of Regents' definition of STEM fields) divided by the total of degrees and certificates awarded over an entire academic year. Based on the Vision 2020 plan for the Kansas Board of Regents, STEM education is an important element that will drive the Kansas workforce needs in the future. Kansas State University has been participating in the University Engineering Initiative Act for five years, and enrollments in Engineering have increased steadily during that time. This trend is expected to continue. In addition, the College of Engineering has increased its retention rates through a variety of programs, and has recently launched their own Academic Success Center to provide mentoring, advising, and training needed to continue on their paths toward an engineering degree, as well as a post-graduate career. In addition, many STEM fields outside of engineering participate in a variety of student success initiatives, including enhanced advising, undergraduate research programs, and improved access to tutoring, all of which tend to assist students in completing their degree programs.

Staff Comments and Recommendation: