

## Planning Committee Meeting Minutes

October 11, 2012

Eagle Room, ADUC

**Members Present:** David Barnett, John Ernst, Michael Fultz, Shannon Harr, Michael Henson, Michelle Hutchinson, Rebecca McGinnis, Chris Miller, Lee Nabb, Tim O'Brien, Jill Ratliff, Sharon Reynolds, Robert Royar, Erin Wright.

Dr. Robert Royar opened the meeting with a brief summary of progress toward the completion of the review of the goals and indicators by each of the subcommittees. Reports from committees working on goals 1-3 were shared at the previous meeting on October 4, 2012. Committees working on goals 4-6 proceeded to share their recommendations. A summary of the recommendations for each goal follows:

### **Goal 4 – Improved Infrastructure**

No additional metrics were suggested beyond those identified in the original draft. The recommended metrics for this goal are:

- Housing Occupancy – percentage of available beds rented
- Percentage of faculty compensated at or above the average CUPA salary by rank and discipline.
- Percentage of staff compensated at the average market salary based on employment category.
- Percentage of total classroom renovations completed.
- Percentage of total residence hall rooms renovated.

### **Goal 5 – Resource Enhancement**

The sub-committee suggested that one additional metric might be added to this goal beyond those suggested in the original draft. After discussion, the committee agreed that a measure of the total auxiliary and other revenue generated annually should be added. There was also discussion about the need to identify revenue generating entities and tracking the revenue and expenses generated annually by individual unit at the institutional level. Members of the committee agreed that this information should be available for review but should not be included in the annual report of metrics for the strategic plan. The recommended metrics for this goal are:

- Total external research and development funding.
- Percentage of external research and grant proposals funded.

- Total F & A funds earned from external research and development awards.
- Total endowment amount.
- Private support from the MSU Foundation, Inc. transferred to support MSU operating needs.
- *Total auxiliary and other revenue generated. \**

**Goal 6 – Enrollment Growth, Retention and Graduation Rates**

The sub-committee recommended that the following metrics be removed from the original draft:

- Average loan debt of MSU graduates compared to state average loan debt at graduation.
- Number of completer programs/cohort groups available at regional campuses and online.
- Number of KCTCS completer degrees offered.

In addition, they recommended addressing recruitment within the metrics as well as adding back in the metric to add assessments related to HB 160. For this goal, a recommendation was made to organize the metrics into the categories of Enrollment Growth, Retention and Graduation Rates as follows:

**Items under Enrollment Growth**

- Undergraduate enrollment headcount
- Graduate enrollment headcount
- Undergraduate enrollment of underrepresented minority students headcount
- Graduate and professional enrollment of underrepresented minority students headcount
- Veterans /dependent enrollment headcount
- Assessments related to implementation of HB 160, which details how to attain a seamless transfer/completion process
- KCTCS Transfers
- Total Transfers

**Items under Retention**

- Percentage of FTFR fully college ready [Should be included under Goal 1.]
- Retention rate of FTFR cohort group [All the retention figures should be collected in a way that they are easily extracted from reports that focus on graduation rates.]
- Retention rate of FTFR group admitted with developmental needs
- Sophomore to junior retention rate
- Junior to senior rate
- Retention of veteran students
- Retention of underrepresented minority students

### **Items under Graduation Rates**

Total Degrees Awarded

Bachelor's degrees

Master's degrees

Doctoral degrees

Bachelor's degrees awarded to underrepresented minorities

Master's degrees awarded to underrepresented minorities

Six-year graduation rate of bachelor's degree seeking student

Bachelor's graduation rate gap- Low income

Bachelor's graduation rate gap- Underprepared

Bachelor's graduation rate gap- Underrepresented Minority

Net Direct Cost

STEM + H Degrees

Online Learning

Credits to Degree

Discussion followed on the need to consider adding the measure of *average loan debt of MSU graduates compared to state average loan debt at graduation* and which goal it represented. Members agreed that it could directly impact retention and graduation rates and to keep it under goal 6.

There was also discussion on how students leaving MSU to attend professional schools before completion of a bachelor's degree impacts our six year graduation rate. Inclusion of this as an institutional measure would be helpful since it is believed that we have a number of programs that are impacted by agreements that encourage students to transition to professional schools early. Possible methods to explore the tracking and validation of this data will be explored for further discussion.

A suggestion was made to extend the metrics tracking degrees awarded to sub-groups by adding:

- *Doctoral degrees awarded to underrepresented minorities*
- *Bachelor's degrees awarded to veterans/dependents*
- *Master's degrees awarded to veterans/dependents*
- *Doctoral degrees awarded to veterans/dependents*

Following the review of recommendations by each sub-committee, it was agreed that the next step would be for each subcommittee to make recommendations for any metrics that were broadly worded in order to know what needs to be measured. Members of the committee agreed to go back and review the proposed metrics and to email suggestions to Robert Royar, Kevin Koett, John Ernst and Jill Ratliff by **4:30 PM on Friday, October 26, 2012**. They will review and meet with Erin Wright, Director of Institutional Research to determine availability of data and any possible concerns with proposed metrics. A meeting will be scheduled with the Planning Committee the following week for final discussion. Jill Ratliff will send an invitation through Outlook for next meeting.

John Ernst noted that the proposed timeline would need to be adjusted due to additional meetings needed for the sub-committees. The members agreed to amend the schedule as follows:

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|---|---|
| <del>Mid-October</del> (Early November)   | Post suggested revisions to ASPIRE for campus/community review and feedback |
| <del>End of October</del> (Mid-November)  | Meeting with Planning Committee to review feedback/make revisions           |
| <del>Mid-November</del> (End of November) | Final document prepared for submission to Cabinet/BOR                       |

A request was made for a list identifying metrics for each goal that need to be more specific be sent out to the committee. Jill Ratliff agreed to provide that list. Dr. Royar thanked everyone for their work and the meeting was adjourned.

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## **Sub-Committee Recommendations of Indicators by Goal**

\*Indicates measures that need to be more specific

### **Goal 1: Academic Excellence**

- Level of incentives for recruiting well-prepared students \*
- Average ACT score of incoming freshmen
- Retention of students through the university \* (addressed in goal 6?)
- Level of preparedness after taking developmental courses (track success in follow-up courses)
- Level of support for student & faculty presentations, performance, and scholarship\*
- Percentage of FTFR fully college ready

### **Goal 2: Support of Student Success**

- # of assistantships
- # of internships
- # of fellowships
- Service learning (as measured by number of courses and sections offered annually)
- # of students participating in athletics
- # of students belonging to student organizations
- Supportive Campus Environment\*
- Showcase Student Success\*
- Robust freshmen seminar program\*
- Comprehensive program for honors students\*
- Sufficient access to advising\* (need to address measure for advising) and tutoring ( # of students participating in tutoring program)

### **Goal 3: Productive Partnerships**

- # of units participating in Productive Partnerships (available in WEAVE)
- # of goals and objectives in Productive Partnerships (WEAVE)

### **Goal 4 – Improved Infrastructure**

- Housing Occupancy – percentage of available beds rented
- Percentage of faculty compensated at or above the average CUPA salary by rank and discipline.
- Percentage of staff compensated at the average market salary based on employment category.
- Percentage of total classroom renovations completed.

- Percentage of total residence hall rooms renovated.

**Goal 5 – Resource Enhancement**

- Total external research and development funding.
- Percentage of external research and grant proposals funded.
- Total F & A funds earned from external research and development awards.
- Total endowment amount.
- Private support from the MSU Foundation, Inc. transferred to support MSU operating needs.
- Total auxiliary and other revenue generated.

**Goal 6 – Enrollment Growth, Retention and Graduation Rates**

**Enrollment Growth**

Undergraduate enrollment headcount  
 Graduate enrollment headcount  
 Undergraduate enrollment of underrepresented minority students headcount  
 Graduate and professional enrollment of underrepresented minority students headcount  
 Veterans /dependent enrollment headcount  
 Assessments related to implementation of HB 160, which details how to attain a seamless transfer/completion process\*  
 KCTCS Transfers  
 Total Transfers

**Items under Retention**

Retention rate of FTFR cohort group  
 Retention rate of FTFR group admitted with developmental needs  
 Sophomore to junior retention rate  
 Junior to senior rate  
 Retention of veteran students  
 Retention of underrepresented minority students  
 Average student debt incurred

**Items under Graduation Rates**

Total Degrees Awarded  
 Bachelor’s degrees  
 Master’s degrees  
 Doctoral degrees  
 Bachelor’s degrees awarded to underrepresented minorities  
 Bachelor’s degrees awarded to veterans/dependents  
 Master’s degrees awarded to underrepresented minorities  
 Master’s degrees awarded to veterans/dependents

Doctoral degrees awarded to underrepresented minorities  
Doctoral degrees awarded to veterans/dependents  
Six-year graduation rate of bachelor's degree seeking student  
Bachelor's graduation rate gap- Low income  
Bachelor's graduation rate gap- Underprepared  
Bachelor's graduation rate gap- Underrepresented Minority  
Bachelor's graduation rate gap- veterans/dependents  
Net Direct Cost  
STEM + H Degrees  
Online Learning  
Credits to Degree

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