

## STRATEGIC PRIORITIES FALL 2014 TO SPRING 2017

<b>ADVANCE ACADEMIC EXCELLENCE</b>						
	<b>Who/How</b>	<b>Fall 2013</b>	<b>Fall 2014</b>	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>Fall 2020 (GOAL)</b>
<b>Faculty Quality</b>						
Excellence in Teaching, Scholarship, Service						
# of faculty participating in faculty development activities						
# and type of faculty scholarly and creative projects						
# of grants and awards						
# participating in service activities						
average # of service activities per faculty member						
<b>Incoming Student Quality (measured under SEMAC priority also)</b>						
Student Gender, race and financial need						
Student AIS Scores broken down by gender, race and financial need						
# and amount of merit-based scholarships						
<b>Program Quality</b>						
Comparison of FYEP data with Capstone rubric to show student progress in our curriculum	Provost office					
4-year Graduation rates by gender,race and financial need	OIRA					
6-year Graduation rates by gender, race and financial need	OIRA					

ENHANCE STUDENT ACHIEVEMENT AND SUCCESS		Who/How	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2020 (GOAL)
<b>Career/Vocation Preparation</b>							
Alumni Success (Survey that includes satisfaction, "happiness", how prepared they feel)		Advancement - Alumni office	survey not don	survey not doi	survey not done		create survey/90-95% positive
% of students participating in areas of distinction (Intl Educ/Student Fac Collaboration/Vocation) (Intl Educ points based on % of Study Away, credit hours completed in an intl setting while at PLU) (Student/Fac Collaboration points based on research hours - how to track non-credit hours) (Vocation points based on participation in FYEP activites, SYEP, other programming re vocation)		OIRA/Wang Center/Provost office	Need method of tracking and calculating				Point System TBD and 100% of students have 'x' points
Employment rates of grads from last 5 years		Career Connections/Alumni Office					90-95%
<b>Student Engagement</b>							
% of students engaged in co-curricular activities (athletics, music, clubs and organization, SLI, academic honor societies, theatre, internships, ROTC)			How to calculate - we have individual scores				100% of students engaged in doing something
		% of students participating in Varsity Athletics	16.30%	15.60%	16.30%	17.30%	
		% of students participating in Intramurals	25.30%	27.70%	32.60%	14.50%	
		% of students participating in Clubs/Orgs	74.36%	70.77%	61.32%	74.52%	
% of 1st Year Students participating in at least 3 FYEP opportunities (NSO, Common Reading, PSYC 113, Mapworks, Explore!)		Student Life	How to calculate - we have individual scores				100%
		% of 1st Year Students participating in NSO	91%	94%	83%	83.50%	
		% of 1st Year Students participating in Common Read	91%	94%	83%	83.50%	
		% of 1st Year Students participating in Mapworks	85%	91%	84%	90%	
		% of 1st Year Students participating in Explore	21%	16%	16%	data unavailable	
% of students employed by the university		Student Life	37.40%	37.80%	35.40%	36.20%	50%
<b>Campus Climate</b>							
1st Year Student Perception of Belonging Composite Score							Positive and Improving
Campus Pride Index							Positive and Improving
Student Satisfaction Index							Positive and Improving
Retention Rate of faculty/staff		HR	90%	86%	84%	87%	Positive and Improving
Dining Survey							Positive and Improving
Campus Safety Survey							Positive and Improving
<b>Student Progress and Performance</b>							
6-year graduation Rate		OIRA	70%	67%	69%	70%	75%
# of prestigious post-graduate awards (Fulbright, Marshall, Mitchell, Rhodes, Truman)		Provost Office	4	4	2	5	1-5 per year
Licensure exam passing rate (NCLEX, MSF, CPA, EDUC)		Individual schools (only NCLEX currently maintained)	96%	91%	91%	not available	100%

<b>INCREASE COMMUNITY ENGAGEMENT AND LEADERSHIP</b>						
	<b>Who/How</b>					
<b>1st Rank Professional Development</b>		<b>Fall 2013</b>	<b>Fall 2014</b>	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>Fall 2020 (GOAL)</b>
% of faculty/staff who attend Professional Development annually	EFAR for faculty	Not currently tracked				
	Survey for staff/administrators	Not currently tracked				
	Performance review for staff/admin	Not currently tracked				
<b>Faculty Staff Student Leadership Diversity</b>						
Proportion of faculty/staff diversity to student diversity (defined by census categories)	HR/OIRA			19% to 27.8%		Match overall rate
% diversity in Student Leadership	HR/OIRA	Not currently tracked				
% diversity in Program Leaders	HR	Not currently tracked				
% diversity in Board of Regents	Pres Office	Not currently tracked				
<b>Community Engagement</b>						
<b>Students</b>						
#/% of students enrolled in CEL courses during time at PLU	CCES/Registrar					
<b>Faculty/Academic Programs</b>						
% of academic departments that include CEL/Internships in the curriculum	CCES/PROV/Dean's Council					
<b>Staff</b>						
# of staff who volunteer with local community partners 30+hours/year	CCES/HR					
<b>Community Partners</b>						
External Indicators move upward (defined by CCES)						
indicators can include K-12 outcomes in local school districts, community/economic development, healthy food networks	CCES/Career Connections					Improving
<b>Institution</b>						Earn Classification
Receive Carnegie Classification for Community Engagement in 2020						



<b>IMPROVE FINANCIAL AND PHYSICAL RESOURCES</b>						
	<b>WHO/HOW</b>	<b>Fall 2013</b>	<b>Fall 2014</b>	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>Fall 2020 (GOAL)</b>
<b>Effective Learning Environment</b>						
Campus Climate (see Enhancing Student priority)						
Great Colleges to Work for Survey	HR	Not on list	Survey not done	Survey not done	Survey not done	Be on the list
Deferred Maintenance Amount	Finance & Admin (FADMIN)	unknown	\$168 million	Survey not done	\$149 million	Less than 168 million
Best Practice Level for maintenance spending (not what we actually spent)		\$3million	\$3 million	\$7.4 million	\$7.4 million	\$6 million per year
Buildings will be above 70% on NAV score	FADMIN	50%	Survey not done	Survey not done	58%	80%
Quality Classroom space (Sightlines score/IRC survey)	IRC and FADMIN	70%	Survey not done	Survey not done	Survey not done	90% at "B" or above
<b>Faculty/Staff Compensation</b>						
% of staff/administrator positions at or above median income	HR	Not Tracked	Not Tracked	Not Tracked	90%	100% at or above
% Faculty at median income for 17-competitor group	HR					Be at Median
<b>Fiscal Health/Sustainability</b>						
Student Debt of our graduates % (as compared to 18-school comparison group)	Financial Aid	#1	#1	Survey not done	#3	Not be #1 on the list
% of Operating Revenue from Non-tuition sources	FADMIN	10%	9%	7%		25%
Unrestricted resources to operations	FADMIN	Not tracked	not tracked	not tracked	not tracked	15% and up
<b>Donor Base/Engagement</b>						
Alumni Engagement	Alumni/Advancement	Not tracked	not tracked	Not tracked		5 Metric created/6.0 is goal
Total Gifts and Commitments	Alumni/Advancement		\$10.1 million	\$11.6 million	\$9 million	\$33 million
Overall Donor Retention Rate	Alumni/Advancement	Not tracked	67.50%	57%	63%	70%
Number of Donors	Alumni/Advancement	not tracked	not tracked	8390	7377	9000
<b>Environmental Sustainability</b>						
STARS Rating based on rigorous reporting	Facilities/Sustainability Comm.	Gold	Survey not done	Survey not done	Survey not done	Platinum