

### INDICATORS OF PROGRESS 2005-2010

In each year of the 2005-2010 planning period, the University will look to the following 44 indicators to measure our progress toward achieving the aspiration and goals articulated in this strategic plan. These indicators, a combination of institutional targets and peer benchmark measures, are not intended to evaluate every initiative described in the plan. Nor are they intended to stand alone; we also will monitor a wide variety of other measures that are reported in annual governance reports to the Board of Regents, State of Iowa, and elsewhere. However, these indicators will provide an annual snapshot of our overall progress, institutional health, and competitiveness among our peers.

#### Undergraduate Education

	Indicator	Baseline/Target	Status – Spring 2006
1	ACT scores	Improve mean ACT score from 24.7 (fall 2004) to 26.5 (P)	24.7 (fall 2005)
2	One-year retention rate of new, direct-from-high-school students	Increase from 83.2% (2003 cohort) to 86.0% (P)	84.3% (2004 cohort)
3	Six-year graduation rate of new, direct-from-high-school students	Increase from 66.2% (1998 cohort) to 70.0% (P)	66.1% (1999 cohort)
4	Percent of undergraduates who utilize Pomerantz Career Center services	Calendar 2004: Increase number of registered internships from 985 to 1,350; increase number of advising appointments from 3,680 to 4,550; increase number of employer/ student interviews from 1,500 to 3,850; increase number of students attending career planning seminars from 1,250 to 1,650 (I)	Calendar 2005: Registered internships: 1,225 Advising appointments: 4,130 Employer/student interviews: 3,500 Number of students attending career planning seminars: 1,500
5	Study abroad participants	Increase undergraduate student participation from 689 students to 1,000 (I); increase graduate student participation from 271 to 475 (I) (FY04)	708 undergraduate students; 370 graduate students (FY05)
6	Complete a comprehensive study of the undergraduate experience at Iowa	Committee report to recommend programmatic improvements (I)	In process: report due July 1, 2006

7	Review collegiate general education requirements to ensure that all students receive a strong background in the arts and sciences	Committee report to recommend programmatic improvements (I)	General Education Symposium held in fall 2005; effort to be part of the NCA reaccreditation
8	Create additional opportunities for students to engage in research, scholarship, and creative work	Inventory current efforts and develop plans for involving more students (I)	Proposed Center for Undergraduate Research will collect data about current efforts for future reports
9	Number of First-Year Seminars	Increase from 13 (in 2004-05) to 50 sections per academic year (I)	38 (AY06)

**Graduate and Professional Education and Research**

	<b>Indicator</b>	<b>Baseline/Target</b>	<b>Status – Spring 2006</b>
10	Pass rates on qualifying, licensing, and certification exams	Maintain pass rates above national means in selected areas (P)	Pass rates above national means for Medicine, Dentistry, Law, and Pharmacy professional licensing exams
11	Number of graduate students winning national fellowships or awards	30 awards in each of next five years (I)	39 (FY06)
12	Time to PhD degree	Decrease the average from 6.7 years (students graduated within five years, 1999-2004) to 6.4 years (I)	Students graduated within five years, 2000-2005: 6.7 years average
13	Total sponsored funding by fiscal year, in millions of dollars	Increase external funding 2.5% per year (P) (FY 04 total sponsored funding: \$332.6M)	8.5% (FY05 total sponsored funding: \$361.0M)
14	Sponsored research applications	Increase the number of annual external grant applications from 3,041 (FY04) to 3,200 (I)	3,299 (FY05)
15	Fellowships and scholarships	Increase to 10 the average number of national faculty fellowships and scholarships awarded per year (Guggenheim, Fulbright, NEA, and NEH) (I)	4 (FY06)
16	Graduate assistant salary and tuition scholarship levels	Increase to top third of peer group (P) (FY04: TA salary 7/11, RA salary 6/11)	TA Salary 7/11, RA Salary 7/11 (FY05)
17	Graduate fellowships and scholarships	Redeploy block allocation to support the recruitment of higher quality graduate students (I)	Block Allocation reallocation process begun in FY06 (first of three years)

**Diversity**

	<b>Indicator</b>	<b>Baseline/Target</b>	<b>Status – Spring 2006</b>
18	Climate measures reported in regular campuswide survey	Establish benchmark and target after the completion of the campuswide survey (currently ongoing) (I)	In process
19	Racial/ethnic minority student enrollment as a percentage of total enrollment	Increase from 8.7% (fall 2003) to 10.9% (P)	9.0% (fall 2004) - 9.0% (fall 2005)
20	International student enrollment as a percentage of total enrollment	Increase from 7.0% (fall 2004) to 9.0% (I)	7.1% (fall 2005)
21	Racial/ethnic minority tenured/tenure track faculty as a percentage of total tenured/tenure track faculty	Increase from 13.6% (fall 2003) to 16.0% (P)	14.6% (fall 2004) - 14.8% (fall 2005)
22	Women tenured/tenure track faculty as a percentage of total tenured/tenure track faculty	Increase from 27.7% (fall 2003) to 32.0% (P)	27.4% (fall 2004) - 28.7% (fall 2005)
23	Women in executive positions	Increase from 32.1% (fall 2003) to 37.0% (I)	35.5% (fall 2004) - 35.0% (fall 2005)
24	Racial/ethnic minorities in executive positions	Increase from 6.7% (fall 2003) to 8.0% (I)	7.0% (fall 2004) - 6.5% (fall 2005)
25	Racial/ethnic minority P&S staff as a percentage of total P&S staff	Increase from 6.5% (fall 2003) to 7.5% (I)	6.6% (fall 2004) - 6.5% (fall 2005)
26	Undergraduate racial/ethnic minority student first-year retention rate	Increase from 79.4% (2003 cohort) to 85.2% (I)	83.2% (2004 cohort)
27	Central support of diversity hires through the Faculty Diversity Opportunities Program (FDOP)	Increase budget pool from \$800,000 (FY05) to \$1,300,000 (I)	\$934,100 (FY06)

**Vitality**

	<b>Indicator</b>	<b>Baseline/Target</b>	<b>Status – Spring 2006</b>
28	Faculty salaries as compared to peer institutions	Increase nonclinical tenured/tenure track faculty salaries to top third of peer group (10 of 11 in 2004-05) (P); increase clinical medicine faculty salaries to 50 <sup>th</sup> percentile in AAMC (P)	Nonclinical: 9 of 11 (FY06) Clinical: 40 <sup>th</sup> percentile (FY06)

29	P&S salaries	Monitor salaries of P&S employees at CIC institutions on an annual basis. Make determinations annually related to the competitiveness of UI P&S salaries. (P)	Percent above the mean for UI nonorganized P&S salaries when compared primarily to the Big Ten: 2.4% (FY03), 0.2% (FY05)
30	Association of Research Libraries (ARL) rank among public research universities	Maintain top 15 ranking among public research libraries (P) (Baseline: ranked 14 <sup>th</sup> in 2003)	15 <sup>th</sup> (2004)
31	Total gift productivity	Increase annual total gift productivity through the UI Foundation from \$144.5 million (5-year average, 2000-2004) to \$200.0 million (I)	\$155.0M (5-year average, 2001-2005)
32	Space needs assessment and allocation policies	Create comprehensive plans and policies to assure optimum use of existing and new space (I)	University-wide policy for assignment of research space completed. Audit of research space in progress.
33	Health risk assessment	50% participation of faculty and staff in survey (I); 50% participation of identified at-risk individuals in campus health programs (I)	Data will be available for next report
34	Faculty/staff participation in development and leadership programs	Increase annual enrollment in programs from 9,300 (FY03) to 10,250 (I)	10,287 (FY05)
35	Percent of employees receiving annual performance reviews	Increase from 85.0% (FY03) to 100.0% (I)	87% (FY05)
36	Administrative transformation	Conduct six reviews per year during first three years of planning period (I)	12 (FY05) – 13 (FY06)
37	Deferred maintenance and safety improvements	Reallocate \$1 for every \$2 in new capital appropriations received to address critical deferred maintenance and safety improvement needs (I)	\$0, no new allocations received in FY06
38	Gender equity	Appoint committee to study gender equity and develop action plan if deficiencies are found (I)	The Gender Equity Task Force is finalizing its report and will submit recommendations to the Provost within the next few weeks.

39 Arts and humanities initiatives	Revisit the recommendations of the 1997 Task Force on the Arts and Humanities; implement the campus dialog on the humanities envisioned in the AAU's 2004 report, "Reinvigorating the Humanities" (I)	The Writing University Task Force was appointed and has submitted a preliminary report to the Provost. A final report will be submitted by the end of the semester. Planning is under way for a five-year celebration of writing, to culminate in the 75 <sup>th</sup> anniversary of the Writers' Workshop. A new gallery will be opening in the Old Capital Museum to focus on the humanities, and the Schaeffer Library addition to the Iowa Writers' Workshop will be opened this year.
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**Engagement**

	Indicator	Baseline/Target	Status – Spring 2006
40	UI contributions to external community	Develop recognition program for faculty, staff, and students who make significant external contributions (I)	Created President's Award – six awarded in FY06
41	Number of students participating in cooperative education, community internship, service learning, and volunteer programs	Increase service learning course enrollment to 1,000 (I); increase number of student volunteers to 2,000 (I)	Service learning course enrollment: 605 (FY06) Student volunteers: 1,613 (FY06)
42	Patient satisfaction rating	Improve outpatient mean score from 4.35 (FY02) to 4.50 (scale = 5.00) (I); improve inpatient mean score from 86.8 (FY02) to 90.0 (scale=100.0) (I)	Outpatient mean score: 4.30 (FY05) Inpatient mean score: 87.2 (FY05)
43	Number of options and licenses of UI intellectual property	Increase from 42 (FY03) to 75 (I)	47 (FY04) - 35 (FY05)

44	Tracking outreach and economic development efforts	Collect information on all outreach and economic development efforts and set targets (I)	Economic development activities are now gathered within the new initiative called IOWA Centers for Enterprise. The team involved in this initiative is presently engaged in a strategic planning process, including the development of measures of success in the general areas of intellectual property promotion, new business development, existing business support, community support, and workforce and entrepreneurship development. Baseline measures and targets in each of these areas are being developed.
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(P) = Peer Benchmark  
(I) = Internal Target