

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 2007
1	ACT scores	Improve mean ACT score from 24.7 (fall 2004) to 26.5 (P)	24.8 (fall 2006)
2	One-year retention rate of new, direct-from-high-school students	Increase from 83.2% (2003 cohort) to 86.0% (P)	84.1% (2005 cohort)
3	Six-year graduation rate of new, direct-from-high-school students	Increase from 66.2% (1998 cohort) to 70.0% (P)	65.5% (2000 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 2006: Registered internships: 1,451 Advising appointments: 4,029 Employer/student interviews: 4,005 Number of students attending career planning seminars: 3,199
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)	727 undergraduate students; 376 graduate students (FY06)

6	Complete a comprehensive study of the undergraduate experience at Iowa	Committee report to recommend programmatic improvements (I)	The Center for Research on Undergraduate Education has completed the Research on Iowa Student Experiences (RISE) project, and submitted its report. The report, along with other data now being gathered, will become part of the yearlong self-study the UI is conducting as part of the process of reaccreditation by the Higher Learning Commission. That process will lead to specific recommendations for improving the undergraduate experience at the UI.
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)	A reassessment of the undergraduate core curriculum is being integrated with (and expanded beyond the requirements of) the process of reaccreditation by the Higher Learning Commission.
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)	Among data being gathered as part of the process of reaccreditation by the Higher Learning Commission are those related to undergraduate opportunities to participate in research, scholarship, and creative work. Specific recommendations will result from that process. Also, the Iowa Center for Research by Undergraduates has been established within the Honors Program. The Center provides several programs to match students with professors and to fund student research and is actively working on developing viable methods to track student participation in research.
9	Number of First-Year Seminars	Increase from 13 (in 2004-05) to 50 sections per academic year (I)	43 (AY07)

Graduate and Professional Education and Research

	Indicator	Baseline/Target	Status – Spring 2007
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 Dentistry and Pharmacy professional licensing exams. Pass rates above national mean for two out of three parts of the Medicine professional licensing exam.
11	Number of graduate students winning national fellowships or awards	30 awards in each of next five years (I)	41 (FY07)
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, 2001-2006: 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)	1.5% (FY06 total sponsored funding: \$366M); average over two years (FY05 and FY06) about 5.0%
14	Sponsored research applications	Increase the number of annual external grant applications from 3,041 (FY04) to 3,200 (I)	3,253 (FY06)
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 (FY07)
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 6/11, RA Salary 7/11 (FY06)
17	Graduate fellowships and scholarships	Redeploy block allocation to support the recruitment of higher quality graduate students (I)	FY07 is the second year of the three year process of redeploying the block allocation.

Diversity

	Indicator	Baseline/Target	Status – Spring 2007
18	Climate measures reported in regular campuswide survey	Establish benchmark and target after the completion of the campuswide survey (I)	The Office of Equal Opportunity and Diversity, after reviewing the results of the student diversity climate surveys and considering other data, has proposed that the UI retain its current diversity-related indicators, undertake steps to eliminate differences in how majority and minority students experience the UI, and regularly survey students to monitor progress.
19	Racial/ethnic minority student enrollment as a percentage of total enrollment	Increase from 8.7% (fall 2003) to 10.9% (P)	9.1% (fall 2006)
20	International student enrollment as a percentage of total enrollment	Increase from 7.0% (fall 2004) to 9.0% (I)	6.7% (fall 2006)
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)	16.5% (fall 2006)
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)	29.0% (fall 2006)
23	Women in executive positions	Increase from 32.1% (fall 2003) to 37.0% (I)	34.3% (fall 2006)
24	Racial/ethnic minorities in executive positions	Increase from 6.7% (fall 2003) to 8.0% (I)	8.0% (fall 2006)
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 2006)
26	Undergraduate racial/ethnic minority student first-year retention rate	Increase from 79.4% (2003 cohort) to 85.2% (I)	80.5% (2005 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)	\$1,056,000 (FY07)

Vitality

	Indicator	Baseline/Target	Status – Spring 2007
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 th percentile in AAMC (P)	Nonclinical: 8 of 11 (FY07) Clinical: 40 th percentile (FY07)
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: 3.2% (FY06)
30	Association of Research Libraries (ARL) rank among public research universities	Maintain top 15 ranking among public research libraries (P) (Baseline: ranked 14 th in 2003)	19 th (2005)
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)	\$164.0M (5-year average, 2002-2006)
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. Have finalized and approved a collegiate plan with the Carver College of Medicine which is being shared with other colleges to help them prepare their plans.
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)	49.0% participation of faculty and staff in survey (FY07); 14.3% participation of at-risk individuals in campus health programs (FY07)
34	Faculty/staff participation in development and leadership programs	Increase annual enrollment in programs from 9,300 (FY03) to 10,250 (I)	10,111 (FY06)
35	Percent of employees receiving annual performance reviews	Increase from 85.0% (FY03) to 100.0% (I)	94.0% (FY06)
36	Administrative transformation	Conduct six reviews per year during first three years of planning period (I)	10 (FY07)

37	Deferred maintenance and safety improvements	<p>Reallocate \$1 for every \$2 in new capital appropriations received to address critical deferred maintenance and safety improvement needs (I)</p> <p>The University received no new state appropriations in FY 2007 designated for deferred maintenance and safety. However, in FY 2007 the University increased its GEF building renewal budget by \$1.4 million or 21.2%. The University has set objectives to further increase operating funds for facilities stewardship and to dedicate an amount for building renewal projects equal to 1.5% of the replacement value of all new facilities.</p>
38	Gender equity	<p>Appoint committee to study gender equity and develop action plan if deficiencies are found (I)</p> <p>The report of the Gender Equity Task Force is final; action is under way on 12 of 13 priority recommendations. For example: policy drafted to automatically extend the tenure clock for probationary faculty following permanent addition of a child to the household; phasing in additional funding to support spouse/partner appointments; convened a Mentoring Task Force to develop formal mentoring programming for junior faculty.</p>
39	Arts and humanities initiatives	<p>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)</p> <p>The report of the Writing University Task Force is final; recommendations are being reviewed and some are being implemented now. Have initiated a post graduate fellowship program for writers on a pilot basis, to be reviewed later this spring; launched the Writing University Web Site; Department of English is processing a proposal for an undergraduate writing major; have moved POROI and the electronic journals into space closer to other writing programs.</p>

Engagement

	Indicator	Baseline/Target	Status – Spring 2007
40	UI contributions to external community	Develop recognition program for faculty, staff, and students who make significant external contributions (I)	Created President’s Award for State Outreach and Public Engagement – ten awarded to date (six for the 2004-05 academic year and four for the 2005-06 academic year)
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: 1,273 (FY07) Student volunteers: 2,200 (FY07)
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 survey instrument changed in FY06 - reporting will begin in FY07; Inpatient mean score 87.4 (FY06)
43	Number of options and licenses of UI intellectual property	Increase from 42 (FY03) to 75 (I)	43 (FY06)

44	Tracking outreach and economic development efforts	Collect information on all outreach and economic development efforts and set targets (I)	<p>Economic development activities are now gathered within the new initiative called IOWA Centers for Enterprise. The team involved in this initiative has developed the following indicators related to success in the general areas of intellectual property promotion, new business development, existing business support, community support, and workforce and entrepreneurship development.</p> <p>Indicator #1: Construct and begin operations of a life sciences "wet laboratory" business incubator by 2009. Status: Design development almost complete; construction expected to begin late spring or early summer 2007 with completion about one year later.</p> <p>Indicator #2: Attract, retain or expand (by at least 25% gsf) 1-2 companies per year at Oakdale Research Park. Status: One company attracted (NGI) and one retained (LMS CADSI) in FY07 to date.</p> <p>Indicator #3: Attract 2-3 companies per year to the business incubator at Oakdale Research Park. Status: Four companies attracted to the incubator in FY07 to date (ASL, Soligent, KemPharm, Thomas Group).</p> <p>Additional accomplishments are described in the September 2006 Economic Development Report to the Board of Regents, State of Iowa.</p>
----	--	--	--

(P) = Peer Benchmark
(I) = Internal Target