

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 2008
1	ACT scores	Improve mean ACT score from 24.7 (fall 2004) to 26.5 (P)	25.1 (fall 2007)
2	One-year retention rate of new, direct-from-high-school students	Increase from 83.2% (2003 cohort) to 86.0% (P)	82.7% (2006 cohort)
3	Six-year graduation rate of new, direct-from-high-school students	Increase from 66.2% (1998 cohort) to 70.0% (P)	65.9% (2001 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 2007: Registered internships: 1,203 Advising appointments: 3,690 Employer/student interviews: 4,360 Number of students attending career planning seminars: 3,259
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)	801 undergraduate students; 356 graduate students (FY07)

Indicator	Baseline/Target	Status – Spring 2008
6 Complete a comprehensive study of the undergraduate experience at Iowa	Committee report to recommend programmatic improvements (I)	Center for Research on Undergraduate Education has completed the Research on Iowa Student Experiences (RISE) project, and submitted its report. The report served as a primary data source for the yearlong self-study the UI conducted as part of the process of reaccreditation by the Higher Learning Commission (to be completed spring 2008). The self-study process has led to several recommendations for improving the undergraduate experience at 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 was integrated with the process of reaccreditation by the Higher Learning Commission. The College of Liberal Arts and Sciences has appointed a General Education Advisory Committee to study the organizational structure of the General Education Program and to assess its desired learning outcomes.
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)	<ul style="list-style-type: none"> • Research Award Programs – 3 distinct programs, 2 newly developed • New undergraduate research web site (www.uiowa.edu/icru) • Undergraduate employment in research positions – 692 students involved • Undergraduate research for credit- 90 research courses serving over 900 students in individualized instruction • Research Events--Research in the Capitol, Spring Undergraduate Research Forum, Summer Undergraduate Research Conference
9 Number of First-Year Seminars	Increase from 13 (in 2004-05) to 50 sections per academic year (I)	47 (AY08)

Graduate and Professional Education and Research

	Indicator	Baseline/Target	Status – Spring 2008
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, Medicine, and Pharmacy professional licensing exams. The bar exam is given by state; pass rates for UI College of Law students above the mean for the state of Iowa.
11	Number of graduate students winning national fellowships or awards	30 awards in each of next five years (I)	54 (FY08)
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, 2002-2007: 6.6 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)	4.8% (FY07 total sponsored funding: \$382M); average over two years (FY06 and FY07) about 3.2%
14	Sponsored research applications	Increase the number of annual external grant applications from 3,041 (FY04) to 3,200 (I)	3,263 (FY07)
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)	5 (FY08)
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 3/11, RA Salary 4/11 (FY08)
17	Graduate fellowships and scholarships	Redeploy block allocation to support the recruitment of higher quality graduate students (I)	FY08 is the third year of the three year process of redeploying the block allocation. This reallocation process has resulted in the establishment of three new fellowship programs to encourage and reward retention and degree completion efforts. The reallocation process has also resulted in an increase in the number of fellowships offered for recruitment, and allowed maintenance of the competitive stipends.

Diversity

	Indicator	Baseline/Target	Status – Spring 2008
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)	9.3% (fall 2007)
20	International student enrollment as a percentage of total enrollment	Increase from 7.0% (fall 2004) to 9.0% (I)	6.5% (fall 2007)
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)	17.1% (fall 2007)
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)	29.1% (fall 2007)
23	Women in executive positions	Increase from 32.1% (fall 2003) to 37.0% (I)	37.0% (fall 2007)
24	Racial/ethnic minorities in executive positions	Increase from 6.7% (fall 2003) to 8.0% (I)	7.1% (fall 2007)
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 2007)
26	Undergraduate racial/ethnic minority student first-year retention rate	Increase from 79.4% (2003 cohort) to 85.2% (I)	80.9% (2006 cohort)

	Indicator	Baseline/Target	Status – Spring 2008
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)	\$1,487,498 (FY08)

Vitality

	Indicator	Baseline/Target	Status – Spring 2008
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 (FY08)* Clinical: 41st percentile (revised FY07 – FY08 TBD) *Based on a preliminary look at salary data collected by the American Association of University Professors (AAUP) and estimated FY08 increments provided by UI and peer institutions
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)	21 st (2006)
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)	\$159.8M (5-year average, 2003-2007)

Indicator		Baseline/Target	Status – Spring 2008
32	Space needs assessment and allocation policies	Create comprehensive plans and policies to assure optimum use of existing and new space (I)	With new assessment and visualization technology, Facilities Management is updating records for the 27 buildings that house substantial amounts of externally-funded research. Architectural plans are now complete for 17 of those. This upgrade of data is fundamental to calculations of research productivity per square footage. An omnibus classroom committee has brought a new, user-based support and governance structure to classroom use. Classroom scheduling, maintenance, and IT support are among the issues that fall within the purview of this new committee.
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)	53.0% participation of faculty and staff in survey (2007); 19.0% participation of at-risk individuals in campus health programs (2007)
34	Faculty/staff participation in development and leadership programs	Increase annual enrollment in programs from 9,300 (FY03) to 10,250 (I)	11,447 (FY07)
35	Percent of employees receiving annual performance reviews	Increase from 85.0% (FY03) to 100.0% (I)	95.2% (FY07)
36	Administrative transformation	Conduct six reviews per year during first three years of planning period (I)	15 (FY08)
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)	In FY 2008, the state of Iowa committed approximately \$9M in new Academic Building Revenue Bond authority for deferred maintenance that will help elevate the overall condition of the existing facilities. The bond proceeds will not be available until FY 2009 or FY 2010. The University increased its General Education Fund support for building renewal and safety funding by \$1.25M in FY 2008. The University is committed to dedicating funding for building renewal equal to 1.5% of the replacement value of all new facilities.
38	Gender equity	Appoint committee to study gender equity and develop action plan if deficiencies are found (I)	UI has implemented or is in process of implementing many of the recommendations of the Gender Equity Task Force, including:

Indicator	Baseline/Target	Status – Spring 2008
		<ul style="list-style-type: none"> • Modified the University policy on extension of the probationary period for new parents • Modified the University policy on the length of the probationary period for clinically active faculty in the Colleges of Medicine and Dentistry; • Developed funding guidelines and increased the amount of funds available for support of dual academic couple hires; • Developed a policy allowing new faculty parents to request one semester of modified duties in the year following the birth or adoption of a child; • Hired a full time professional staff person in the Office of the Provost to oversee faculty career and leadership development programs; • Developing a centralized mentoring website and formalized mentoring workshops for mentors and mentees; • Established peer mentoring network events for new and junior female faculty and faculty of color; • Beginning in AY 2009, will conduct a biannual salary equity survey as recommended in the 2005 salary study.
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)	Two exhibits celebrated the Writing University: one at the Main Library and the other at the Old Capitol Museum. Plans proceeded for renovation of Writers’ House: residence/work space for four postgraduate writing fellows, and performance space for undergraduate writers. The English Department and writing programs hired a new director of undergraduate creative writing and the new undergraduate writing track now approved by CLAS Faculty Assembly.

Engagement

	Indicator	Baseline/Target	Status – Spring 2008
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 – 19 awarded to date (6 for the 2004-05 academic year, 4 for the 2005-06 academic year, 9 for the 2006-07 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)	<p>Service learning course enrollment: In spring 2008 the Center for Teaching is developing a survey to collect information about student enrollment and participation in service learning courses. The University also is considering options for identifying service learning courses within the Registrar’s course database so that enrollment in these courses can be tallied more efficiently. Given that additional service learning courses have been developed since the spring 2007 report, UI expects that service learning course enrollments have increased from the 1,273 enrollments reported last year. In addition, UI faculty continue to broaden the types of service learning courses offered.</p> <p>Student volunteers: 2,592* (FY08). *Estimated number of 10,000 Hours Show participants, as a proxy measure. This year, the UI Civic Engagement Program (CEP) created an online survey to assist with tracking student volunteer activities during 2007-08. The information collected by the survey will contribute to institutional data needed for evaluating engagement goals and will also be used in applications for state and national awards and honors for The University of Iowa. Survey questions are based on typical requests for information from the Corporation for National and Community Service (CNCS) and Iowa Campus Compact (IACC).</p> <p>Other indicators of student engagement include:</p> <ul style="list-style-type: none"> • Participation in the Martin Luther King, Jr. Day of Service almost doubled from 2007 (65 student, faculty, and staff

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		<p>volunteers at 7 service sites) to 2008 (125 student, faculty, and staff volunteers at 14 service sites)</p> <ul style="list-style-type: none"> • UI added an additional national day of service in fall 2007: Make a Difference Day, which inspired 135 volunteers (mostly students) to participate in service activities • The CEP launched an environmental initiative— Environmental Impact . . . go green Iowa!—and developed an informational website http://www.uiowa.edu/~gogreen to support and sustain the environmental theme for a period of at least three years.
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 to a 100.0 scale; outpatient mean score 89.1 on “care received during visit” (FY07); Inpatient mean score 87.7 on “overall rating of care given” (FY07)
43 Number of options and licenses of UI intellectual property	Increase from 42 (FY03) to 75 (I)	34 (FY07)

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<p>44 Tracking outreach and economic development efforts</p>	<p>Collect information on all outreach and economic development efforts and set targets (I)</p>	<p>Economic development activities are now gathered within the 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> <ul style="list-style-type: none"> • 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 early November 2008 with completion late October 2009. • Indicator #2: Attract, retain or expand (by at least 25% GSF) one to two companies per year at Oakdale Research Park. Status: One company attracted (NGI) and one retained (LMS CADSI) in FY 2007; in FY 2008 to date, one company attracted (Noel-Levitz) and one company in lease negotiations (Ophtherion). • Indicator #3: Attract two to three companies per year to the business incubator at Oakdale Research Park. Status: Five companies attracted to the incubator in FY 2007 (ASL Analytical, Soligence Corporation, KemPharm, Thomas Group, and JL MediTech). In FY 2008 to date, two companies attracted (UIQI2 and Bio::Neos).

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