

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 2010
1	ACT scores	Improve mean ACT score from 24.7 (fall 2004) to 26.5 (P)	25.4 (fall 2009)
2	One-year retention rate of new, direct-from-high-school students	Increase from 83.2% (2003 cohort) to 86.0% (P)	83.0% (2008 cohort)
3	Six-year graduation rate of new, direct-from-high-school students	Increase from 66.2% (1998 cohort) to 70.0% (P)	68.5% (2003 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 2009: Registered internships: 707 Advising appointments: 3,702 Employer/student interviews: 4,263 Number of students attending career planning seminars: 2,792
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)	884 undergraduate students; 399 graduate students (FY09)

Indicator	Baseline/Target	Status – Spring 2010
6 Complete a comprehensive study of the undergraduate experience at Iowa	Committee report to recommend programmatic improvements (I)	HLC reaccreditation focused on undergraduate education, leading to several specific recommendations for improvement of the undergraduate student experience. The Strategic Task Force on Undergraduate Education prepared a comprehensive report on steps to be taken to improve the undergraduate experience, including an improvement and enhancement of living learning communities, strategies for student engagement, and a focus on student learning outcomes. The Provost’s Office hired an Assessment Director to monitor progress on student learning outcomes.
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)	The General Education Advisory Committee in the College of Liberal Arts and Sciences (CLAS) continues to monitor and to assess courses added to the general education program for content and relevance. CLAS will begin another round of General Education Requirement reviews later this year
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 are providing scholarship support for more than 180 undergraduates in research • Undergraduate employment in research positions – 535 students involved • Undergraduate research for credit - more than 800 students participating in individualized instruction • Excellence in Undergraduate Research Awards created to stimulate undergraduate research • A Fall Undergraduate Research Festival created, adding a second University-wide presentation opportunity for student research • Responsible conduct in research certification developed for undergraduates involved in funded research • Five years of Research in the Capitol, pioneered by the UI Honors Program, that has allowed over 240 UI, ISU, and UNI students to present their research to legislators and Regents
9 Number of First-Year Seminars	Increase from 13 (in 2004-05) to 50 sections per academic year (I)	123 (AY10)

Graduate and Professional Education and Research

Indicator	Baseline/Target	Status – Spring 2010
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 and Pharmacy professional licensing exams. Pass rates above national mean for Part Two of the Dentistry professional licensing exam and slightly below for Part One. 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)	83 (FY10)
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, 2004-2009: 6.5 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)	10.3% (FY09 total sponsored funding: \$429.5M)
14 Sponsored research applications	Increase the number of annual external grant applications from 3,041 (FY04) to 3,200 (I)	3,872 (FY09)
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 (FY10)
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 3/11 (FY09)
17 Graduate fellowships and scholarships	Redeploy block allocation to support the recruitment of higher quality graduate students (I)	FY08 was the third and final 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 2010
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, continue to 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)	10.3% (fall 2009)
20	International student enrollment as a percentage of total enrollment	Increase from 7.0% (fall 2004) to 9.0% (I)	8.0% (fall 2009)
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)	18.0% (fall 2009)
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)	30.5% (fall 2009)
23	Women in executive positions	Increase from 32.1% (fall 2003) to 37.0% (I)	37.3% (fall 2009)
24	Racial/ethnic minorities in executive positions	Increase from 6.7% (fall 2003) to 8.0% (I)	8.3% (fall 2009)
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)	6.9% (fall 2009)
26	Undergraduate racial/ethnic minority student first-year retention rate	Increase from 79.4% (2003 cohort) to 85.2% (I)	80.6% (2008 cohort)

	Indicator	Baseline/Target	Status – Spring 2010
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)	\$1,859,756 (FY10)

Vitality

	Indicator	Baseline/Target	Status – Spring 2010
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 (FY09)* Clinical: 37 th percentile (FY09) *Based on a preliminary look at salary data collected by the American Association of University Professors (AAUP)
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: 3.87% (FY09)
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)	20 th (2008)
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)	\$170.5M (5-year average, 2005-2009)
32	Space needs assessment and allocation policies	Create comprehensive plans and policies to assure optimum use of existing and new space (I)	The University's new Space Information Management System (SIMS) has expanded to include data for all campus buildings. Password-protected access has been given to all collegiate and University administrative offices to help them more actively manage their assigned space. Space guidelines for office sizes created in capital projects are being added to the University's Design Reference Manual in spring 2010.

Indicator	Baseline/Target	Status – Spring 2010
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)	61.0% participation of faculty and staff in survey (2009); 36.0% participation of at-risk individuals in campus health programs (2009)
34 Faculty/staff participation in development and leadership programs	Increase annual enrollment in programs from 9,300 (FY03) to 10,250 (I)	18,353 (FY09)
35 Percent of employees receiving annual performance reviews	Increase from 85.0% (FY03) to 100.0% (I)	92.8% (FY09)
36 Administrative transformation	Conduct six reviews per year during first three years of planning period (I)	25 (FY10)
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)	<p>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 April, 2010, and will be used to reimburse the University for its increased deferred maintenance work undertaken since 2008. The University increased its General Education Fund annual support for building renewal and safety funding by \$750,000 in FY 2009. However, in response to state appropriations reversions in FY 2009 and again in FY 2010, UI reduced its General Education Fund building renewal allocation by approximately \$2 million. The University has been committed to dedicating funding for building renewal equal to 1.5% of the replacement value of new facilities not otherwise supported by bonded enterprises. Under the present circumstance of falling state appropriation support, that is not anticipated to occur in FY 2011. This practice will be a priority for restoration beginning in FY 2012.</p>

Indicator	Baseline/Target	Status – Spring 2010
38 Gender equity	Appoint committee to study gender equity and develop action plan if deficiencies are found (I)	<p>UI has built upon many of the recommendations of the Gender Equity Task Force (date) and continued to progress in the areas of gender equity through engaging in the following activities:</p> <ul style="list-style-type: none"> • Continued education about the University policy on extension of the probationary period to include an automatic one-year extension of the tenure clock for all probationary faculty, following the permanent addition of a child (by birth or adoption) to a faculty household • Continued implementation of the Dual Academic Career Initiative to support spouse/partner faculty appointments • Continued development of peer mentoring networks for new and junior female faculty and faculty of color • Coordination of a Presidential requirement that all faculty and regular staff members, who hold a 50% or greater appointment, receive sexual harassment training (resulting in 98.9% compliance for faculty and staff) • Participation in the Harvard Graduate School of Education COACHE Survey of Early Career Faculty (COACHE - The Collaborative on Academic Careers in Higher Education). Resulting data related to women, racial minority, and international faculty were reviewed by the UI Faculty Development Advisory Council to inform faculty development programming and policies • Revision of key UI policies impacting gender equity, including the UI Sexual Misconduct Involving Students policy and the UI Policy on Sexual Harassment (anticipated completion in June 2010) • Implementation of on-line training modules – required of all first year undergraduate students as condition of enrollment – to educate on sexual misconduct and sexual harassment prevention • Launching of the inaugural “Annual UI Health Sciences & Engineering Women Faculty Development Conference” • Promotion and support of the Iowa “Way Up: Women in Higher Education” annual conference with the UI serving on the conference planning committee and conference program

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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)	Humanities and arts departments co-sponsored (with community partners) the three-day symposium "Platforms for Public Scholars," to address how humanities scholars, by engaging in partnerships with nonprofit organizations and community groups, can provide unique research and teaching opportunities while also serving the public good. The Undergraduate Writing Program continued at full enrollment in its second year, with 81 students participating so far (the first class will graduate this spring). Iowa City was chosen a UNESCO City of Literature (the third in the world) in 2008, having been nominated by the university's International Writing Program; this spring, the organization's first executive director was appointed. Last year, the humanities and arts, working together with fields of science, technology, business, and policy, created a sustainability certificate for undergraduates; this spring 28 students are pursuing that certificate. The Iowa Writers and Performing Arts living-learning communities will be expanded beginning in fall 2010 to serve more students.

Engagement

Indicator	Baseline/Target	Status – Spring 2010
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 – 23 awarded to date (6 for the 2004-05 academic year, 4 for the 2005-06 academic year, 9 for the 2006-07 academic year, 4 for the 2007-08 academic year). The program was suspended in 2008-09 due to budget cuts.
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><i>Service learning course enrollment:</i> The University plans to identify service learning courses within its new student information system ("MAUI"), currently under development.</p> <p>Given that additional service learning courses have been developed and student interest continues to grow, UI expects that service learning course enrollments have increased significantly from the 1,273 enrollments reported in spring 2007 (a proxy measure based on enrollment in the 49 service learning courses that arose out of the Service Learning Institutes offered in 2006 and 2007). In addition, UI faculty continue to broaden the types of</p>

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		<p>service learning courses offered.</p> <p>The Center for Teaching has undertaken various efforts to support faculty who are actively engaged in teaching service learning courses or incorporating course content around issues of civic responsibility:</p> <ul style="list-style-type: none"> • 16 instructors participated in a 3-day faculty development institute in May 2009, "From Engaged Teaching to Engaged Learning"; the group met again in November and February to continue reading and present their final projects. • The Center launched the year-long Crossroads Project, which brought in two nationally known experts in the scholarship and teaching of diversity as it intersects with civic engagement and democratic discourse. One of these experts will return in May to conduct an institute for 15 faculty fellows. The institute fellows will create new courses that incorporate democratic dialogue, civic engagement, and individual responsibility. They also will submit individual teaching commentaries that will be published on the Center for Teaching web site in its new "Occasional Papers" series. • A faculty committee has been established to review courses proposed to be included on the Center for Teaching's list of service learning courses. Committee members will begin the review process in late April. Instructors whose courses do not yet qualify will receive feedback and will be invited to consult with the Center director and to resubmit. <p><i>Student volunteers: 2,151* (FY10).</i></p> <p>*Estimated number of 10,000 Hours Show participants, as a proxy measure. The UI Civic Engagement Program (CEP) has created an online survey to assist with tracking self-reported student volunteer activities.</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: 140 student, faculty, and staff volunteers at 15 service sites in 2010 (60 volunteers at 15 service sites in 2009). • In fall 2007, UI added an additional national day of service: Make a

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		<p>Difference Day. In fall 2009, 99 volunteers (mostly students) participated.</p> <ul style="list-style-type: none"> • Through the Iowa Commission on Volunteer Service, in 2008 the Governor's Office and Iowa Campus Compact won an AmeriCorps Education Award grant. UI is one of the sites for the grant. Work-study students at nonprofit agencies who engage in service (the goal is 300 hours) and recruit 10 others into a volunteer opportunity receive up to \$1,000 toward tuition. This year 16 students participated in the program, receiving a total of \$14,306 in education awards. • The Residence Life Saturdays in Service program has so far this year involved more than 400 students in various volunteer activities.
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 90.2 on "care received during visit" (FY09); Inpatient mean score 87.3 on "overall rating of care given" (FY09)
43 Number of options and licenses of UI intellectual property	Increase from 42 (FY03) to 75 (I)	30 (FY09)

Indicator	Baseline/Target	Status – Spring 2010
<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>Indicator #1: Construct and begin operations of a life sciences “wet laboratory” business incubator by 2009.</p> <ul style="list-style-type: none"> • FY 09 - The first tenants moved in January 2009 and now occupy 50% of the wet lab space and 65% of the office space. There are 6 companies in the building with 3 deriving from University of Iowa Technology – KemPharm, Vertex Pharmaceuticals, Cellular Engineering Technologies, Terpenoid Therapeutics, ASL Analytical, Exemplar Genetics. • The building also includes a 45,000 sf wing operated by the developer (Ryan Companies of Cedar Rapids). They are actively recruiting for this space and in the summer 2010, UI will lease part of this space for units that have connection to the University Research Park. that will house more established laboratory- and office-based companies. <p>Indicator #2: Attract, retain or expand (by at least 25% GSF) one to two companies per year at the University of Iowa Research Park (formerly Oakdale Research Park).</p> <ul style="list-style-type: none"> • In FY09, the Research Park attracted one new company (the Brighton Group) which is still in lease negotiations with the owner of the building. In addition, one company (LMS International) was retained by relocating it to a new building constructed specifically for the company. • In FY 10, the Research Park signed a lease with The Brighton Group. <p>Indicator #3: Attract two to three companies per year to the business incubator at the University of Iowa Research Park (formerly Oakdale Research Park) and business incubator on the Oakdale Research Campus (now University of Iowa Research Park).</p> <ul style="list-style-type: none"> • In FY09, one new company (Pohaku) was attracted to the Technology Innovation Center, while four existing companies relocated to expanded and substantially improved space in the UI BioVentures Center (ASL Analytical, Terpenoid Therapeutics, Vertex Pharmaceuticals and Cellular Engineering Technologies). Two new companies were attracted to the BioVentures Center (Exemplar Genetics and KemPharm). KemPharm was previously located in wet lab space in North Liberty. Exemplar Genetics is a new UI spin-off company. • In FY 10, four new companies were attracted to the Technology Innovation Center – J&J Solutions, ABMIGroup, Kepa Services, Inc. and SantosHuman, Inc.

(P) = Peer Benchmark

(I) = Internal Target