

EOU Core Themes and Strategic Plan Crosswalk

Core Themes, Objectives, Indicators, Measures			Strategic Plan Goals, Objectives, KPIs			Annual Reporting Unit(s)	
<p>Core Theme 1: High Quality Programs</p>	<p>Objective 1: Academic programs ensure student learning</p>	<p>1.1 Students demonstrate effective learning relative to General Education Learning Outcomes (GLOs)</p> <p>1.2. Students demonstrate effective learning relative to Program Learning Outcomes (PLOs), as aligned with University Learning Outcomes (ULOs)</p>	<p>1.1.1 Median % of sampled students at “Proficient” or “Adequate” in assessed GLOs.</p> <p>1.2.1 Median % of sampled students at “Proficient” or “Adequate” in assessed PLOs.</p>	<p>Ascent Goal 2: Transformational Education</p>	<p>Objective 2: Graduates possess the essential learning outcomes employers seek</p>	<p>KPI 1: Graduates demonstrate proficiency in University Learning Outcomes</p> <p>KPI 2: Graduates demonstrate readiness for a diverse and interconnected world</p>	<p>Academic Affairs – (VPAQ, EPCC, Annual Program Reviews)</p>

	<p>Objective 2: Effective teaching practices continually enhance academic quality</p>	<p>2.1. Faculty provide meaningful student-faculty interactions.</p> <p>2.2 Faculty engage in best practice interactive pedagogies.</p> <p>2.3 Faculty ensure graduates demonstrate readiness for a diverse and interconnected world.</p>	<p>2.1.1 NSSE Seniors' score for Student-Faculty Interaction.</p> <p>2.2.1 NSSE Seniors' score for Effective Teaching Practices.</p> <p>2.3.1 NSSE Seniors' score for Engagement Indicator 2c: Included diverse perspectives (political, religious, racial -ethnic, gender, etc.) in course discussions or assignments.</p>	<p>Ascent Goal 2: Transformational Education</p>	<p>Objective 1: Excellence in teaching and scholarship</p>	<p>KPI 1: Students experience meaningful student-faculty interactions</p> <p>KPI 2: Faculty engage in best practice interactive pedagogies</p> <p>KPI 3: Teaching and library faculty are supported in disciplinary research and/or the scholarship of teaching and learning</p>	<p>Academic Affairs – (VPAQ, CTLA)</p>
	<p>Objective 3: Students engage in applied learning experiences that align with lifelong success</p>	<p>3.1: Graduates engage in high impact practices</p>	<p>3.1.1 % of undergraduate completers who participate in one or more course including a high impact practice (research, practicum, internship, etc.)</p>	<p>Ascent Goal 1: Student Success</p>	<p>Objective 1: All graduates engage in high impact experiential learning activities</p>	<p>KPI 1: Students complete an internship, practicum experience, research project, or the equivalent</p> <p>KPI 2: Students engage in meaningful civic, service-learning, or co-curricular activities</p>	<p>Academic Affairs – (VPAQ, Deans)</p>

<p>Core Theme 2: Access for All</p>	<p>Objective 1: Student success is maximized through retention, completion, and post-graduation outcomes</p>	<p>1.1 Effective academic and support programs ensure the success of new students. 1.2 Retention and completion opportunities for online students are maximized.</p> <p>1.3 Graduates are employed or enrolled in graduate school.</p>	<p>1.1.1 Entering first time freshman retention (cohort fall to fall retention). 1.1.2 6-year graduation rate. 1.2.1 4-year graduation rate for off campus transfer students</p> <p>1.3.1 % of graduates employed or enrolled in graduate school within one year of degree completion.</p>	<p>Ascent Goal 3: Grow the Number of Lives Impacted</p> <p>Ascent Goal 1: Student Success</p>	<p>Objective 2: Students are retained</p> <p>Objective 3: Efficient degree attainment</p> <p>Objective 2: Students are retained</p> <p>Objective 2. Graduates engage in post-graduate planning and Preparation</p>	<p>KPI 1: Achieve 80% year 1 retention for first-year freshman cohort</p> <p>KPI 1: Increase 4-year completion rates to 50% for first-year freshman cohort</p> <p>KPI 2: Achieve 90% year 1 retention for entering transfers</p> <p>KPI 2: Increase 2-year completion rates to 70% for entering transfer students</p> <p>KPI 1: 90% of graduates are employed or enrolled in graduate school within one year of degree completion</p> <p>KPI 2: 85% of alumni indicate EOU adequately prepared them for achievement</p>	<p>Academic Affairs – (Deans, Annual Program Reports) Student Affairs – (Student Success)</p> <p>Academic Affairs – (Deans, ROI, Annual Program Reports)</p> <p>Student Affairs – (Career Services)</p>
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						of long-term educational and career goals	
	Objective 2: Programs and processes promote student access	<p>2.1. Ensure access for underserved populations.</p> <p>2.2 Campus community includes people from culturally and ethnically diverse backgrounds.</p> <p>2.3 Credit articulation is maximized for students transferring from CCs.</p>	<p>2.1.1 Applicant yield of Pell eligible and first generation students compared to yield for all applicants.</p> <p>2.2.1 Proportion of students from ethnically and culturally diverse backgrounds.</p> <p>2.3.1 Average of Non-articulated transfer credits per entering fall transfer student.</p>	<p>Ascent Goal 4: Thriving University Community</p> <p>Ascent Goal 5: Relevance and Interconnection</p>	<p>Objective 2: Support intercultural competency, inclusiveness and diversity</p> <p>Objective 1: Educational partnerships are cultivated</p>	<p>KPI 1: Resident students reflect a cross-section of Oregon enriched by students from other regions and countries</p> <p>KPI 2: The students, faculty, and staff demonstrate competency in intercultural interactions</p> <p>KPI 1: Maximize transfer student credit articulation</p> <p>KPI 2: Increase matriculation of regional high school students</p>	<p>Student Affairs – (Admissions)</p> <p>Student Affairs – (Admissions, Multicultural Center)</p> <p>General Counsel – (Human Resources) University Council – (Diversity committee)</p> <p>Academic Affairs – (ROI, Registrar, Dean – COBE)</p>

<p>Core Theme 3: Live, Learn, Succeed</p>	<p>Objective 1: Academic programs reflect regional needs</p>	<p>1.1. Program offerings are aligned with regional needs.</p>	<p>1.1.1 Enrollment in new programs (all new programs combined) during first three years</p>	<p>Ascent Goal 5: Relevance and Interconnection</p>	<p>Objective 1: Educational partnerships are cultivated</p>	<p>KPI 1: Maximize transfer student credit articulation</p> <p>KPI 2: Increase matriculation of regional high school students</p>	<p>Academic Affairs – (ROI, Registrar, Dean – COBE)</p>
	<p>Objective 2: Ongoing engagement enriches our communities</p>	<p>2.1. Employees actively participate in community engagement.</p> <p>2.2. Students actively participate in community engagement.</p>	<p>2.1.1 Percentage of faculty participation in outreach (tenured/tenure track faculty)</p> <p>2.2.1 Percentage of student participation in civic engagement / service learning (on campus)</p>	<p>Ascent Goal 5: Relevance and Interconnection</p>	<p>Objective 2: Be recognized as a leader in promoting rural community prosperity and resilience</p>	<p>KPI 1: Designated as Oregon’s rural university</p> <p>KPI 2: Achieve Carnegie Community Engagement Classification</p>	<p>Academic Affairs – (Deans) University Advancement - (Legislative Affairs, Rural Engagement & Vitality Center)</p>
	<p>Objective 3: Systems and processes ensure a sustainable university environment</p>	<p>3.1. Adequate financial resources for operations.</p> <p>3.2. Administrative and personnel policies and practices ensure both an effective</p>	<p>3.1.1 Ratios (primary reserve, debt burden, fund balance)</p> <p>3.2.1 Administrative and staff turnover</p> <p>3.2.2 Faculty turnover</p>	<p>Ascent Goal 6: Financial Sustainability</p>	<p>Objective 1: Develop and foster a culture of fiscal responsibility, accountability, and security for all University funds</p>	<p>KPI 1: Maintain E&G fund balance ≥ 10%</p> <p>KPI 2: Maintain primary reserve ratio ≥ 40%</p> <p>KPI 3: Maintain debt burden ratio ≤ 5%</p>	<p>Finance & Administration – (Budget & Payroll)</p> <p>General Counsel – (Human Resources)</p>

		and sustainable workforce.					
				Ascent Goal 3: Grow the Number of Lives Impacted	Objective 1: Serve as a growing and thriving rural university	KPI 1: Grow on campus FTE enrollment to 2,500 by 2029 KPI 2: Grow on- line FTE enrollment to 5,000 by 2029	Student Affairs – (Admissions) Academic Affairs – (ROI)
				Ascent Goal 4: Thriving University Community	Objective 1: Foster an inviting and supportive university culture that exemplifies EOU’s values and principles Objective 3: Provide and maintain a campus that promotes quality of life for students, faculty, staff, and the community	KPI 1: Achieve national recognition on the “Great Colleges to Work For” list KPI 2: 85% of students, faculty, and staff indicate the institution provides a supportive and caring environment KPI 1: Infrastructure and facilities are well maintained, accessible, safe and secure KPI 2: The physical campus reflects and	General Counsel – (Human Resources) University Council – (Chair, Diversity Committee) Finance & Administration – (Facilities)

						<p>strengthens our naturally beautiful setting</p> <p>KPI 3: Use of campus by stakeholders is maximized</p>	
				<p>Ascent Goal 6: Financial Sustainability</p>	<p>Objective 2: Foster a culture of philanthropy that significantly increases engagement with and giving to the university</p> <p>Objective 3: Expand revenue from alternative sources such as grants, sponsorships, partnerships, and alternative uses of campus property</p>	<p>KPI 1: Complete a successful comprehensive campaign</p> <p>KPI 2: Increase alumni participation rate to 6% or more</p>	<p>University Advancement – (Development)</p> <p>Finance & Administration – (Budget & Payroll)</p>