Effectiveness Report

Instructions:

The purpose of this report is to facilitate monitoring of continuous improvement for the unit. The report contains two main sections, mission alignment and performance improvement. In the mission alignment section, unit objectives should be listed and the connection to institutional core themes and strategic plan goals should be indicated. In the performance improvement section, objectives are expanded upon through the inclusion of planned actions, key performance indicators, and analysis of progress. Examples are provided in each section to assist in completion of the report.

Definitions:

**Objective** – A specific result the unit is attempting to achieve. Should be derived from the unit mission and vision and align with the institutional mission via a primary connection to the core themes and strategic plan goals.

**Action** – Planned new or modified activities designed to facilitate the achievement of the unit objective(s) often through evidence of improvements in one or more key performance indicators.

**Key Performance Indicator (KPI)** – A measure used to show progress compared to previous year toward achieving the unit objective(s). Quantifiable at least annually if not more often.

**Analysis** – Summary of impact on KPIs and objectives by actions taken. Should include synthesis and reflection to enable creation of next effectiveness report (e.g. Annual or Mid-Year).
### Mission Alignment: Core Themes and Strategic Plan: The Ascent 2029

<table>
<thead>
<tr>
<th>Objective</th>
<th>Core Theme 1 &amp; 2</th>
<th>Core Theme 1</th>
<th>Core Theme 2</th>
<th>Core Theme 2 &amp; 3</th>
<th>Core Theme 3</th>
<th>Core Theme 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Implement and monitor transformational education and quality in all academic programs</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Core Theme 1: Student Success

- **Goal #1: Student Success**
  - Obj 1: High impact practices
  - Obj 2: Post-graduate planning

### Core Theme 2: Transformational Education

- **Goal #2: Transformational Education**
  - Obj 1: Excellence in teaching
  - Obj 2: Learning outcomes

### Core Theme 3: Thriving University Community

- **Goal #3: Thriving University Community**
  - Obj 1: Grow as thriving rural university
  - Obj 2: Student retention

### Core Theme 4: Relevance and Interconnection

- **Goal #4: Relevance and Interconnection**
  - Obj 1: University culture
  - Obj 2: Inter-cultural competency

### Core Theme 5: Grow the number of lives impacted

- **Goal #5: Grow the number of lives impacted**
  - Obj 1: Degree attainment
  - Obj 2: Campus quality of life

### Core Theme 6: Financial Sustainability

- **Goal #6: Financial Sustainability**
  - Obj 1: Educational partnerships
  - Obj 2: Rural community prosperity

- **Goal 1: Fiscal responsibility**
  - Obj 2: Culture of philanthropy
  - Obj 3: Alternative revenue
******Performance Improvement******

**Key Performance Indicator Key**

- blue = Strategic Plan KPI  peach= Core Theme Measure  purple= Both

**Progress Key**

![Progress Key Image]

**OBJECTIVE:** Implement and monitor transformational education and quality in all academic programs

**Actions (strategies and tactics)**

- Establish vision for transformational education, set goals for 2023, and identify metrics for progress towards the goal of Carnegie designation as a community-serving institution
- Based on Deans 2017-18 Annual Action Plans, set KPIs for expected quality and incidence of 5-year Program Review cycle

<table>
<thead>
<tr>
<th>Key Performance Indicators</th>
<th>2016-17</th>
<th>2017-18</th>
<th>2018-19</th>
<th>Target</th>
<th>Progress</th>
<th>2029 Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student participation in civic engagement/service learning</td>
<td>44%</td>
<td>46%</td>
<td></td>
<td>55%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(coursework)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program participation in CE professional development</td>
<td>--</td>
<td>--</td>
<td></td>
<td>100%</td>
<td></td>
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</tbody>
</table>

**Analysis (evaluation of progress)**

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