

## Academic Success Goals Dashboard - October 4, 2020

Priority	Goal	Metric/Product	Baseline	We know we achieved the goal when	<i>Goals are for one year unless indicated as 3 or 5 years</i>
Teaching and Learning	1.1: Develop a unified and impactful educational framework	Average of Seniors' perceived gains (% Very much and Quite a bit) on the 10 NSSE Outcomes (Baseline NSSE: 2020)	65.0%	peer is 67.5%; 70% in 3 years, 75% (stretch goal)	
		The number of 300-level courses offered. Baseline (201920 AY)	675	graduate version of a course for 200 level course; or comply with requirements for graduate grading & assignments; or no greater than 10% of graduate major credits can be at 200 level	
		Seniors' High-impact practice participation rates as measured by NSSE survey data; Baseline: Spring 2020 NSSE survey	92%	peer is 86%; maintain percent	
	1.2: Improve retention, progression and graduation rates	One-Year Retention Rates (Baseline 2018 Cohort)	86.9%	BOT peers is 91%; move to 90% ; in three years 92%	
		Two-Year Retention Rates (Baseline 2017 Cohort)	78.4%	peer is 85%; 79.5% in 1 year; 82% in 3 years	
		Four-Year Graduation Rates (Baseline 2015 Cohort)	69.5%	BOT peers is 72%; 70% is target; 72% (stretch goal)	

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Teaching and Learning (continued)	1.3: Support post-graduation success	% employed or enrolled in graduate school within 6 months of graduation as measured by the annual post-graduation survey (Baseline: Graduating Class of 2019)	95.4%	peer is 93%; maintain	
		Percent seniors who very often or often talked about career plans with a faculty member; Baseline: Spring 2020 NSSE survey	43%	peer is 42%; 45% in 3 years	
	1.4: Increase faculty professional development and mentoring	Tenure-Track Faculty Retention (baseline 2001 to 2011)	61%	75% in 2023	
		Time in rank for associate professors (Fall 2017)	10.0 years	move to 8 years	
	1.5: Increase the diversity of perspectives, experiences, and thought	Staff (14%) and Faculty (11.9%; 209 faculty); demographics (Fall 2019)	13.1%	US = 39.9%; VT = 7.4%; NE = 25.5%; NE + PA + NJ + NY = 35%; goal is NE avg in 5 years	<i>Includes LCOM faculty; If the LCOM Clinicians are paid by UVM and hold a faculty title, then they are counted; however, if they are not paid by UVM and hold a faculty title, then they are not counted.</i>
		Student demographics (Baseline: Fall 2019)	12.2%	At least match faculty demographics	
		NSSE Discussion with Diverse Other Engagement Indicator Score (Seniors) - Max Score = 60 (Baseline NSSE 2020)	32	peer is 41.1; match our peers	

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Knowledge Creation	2.1: Enhance the Univeristy's research, scholarship, and creative arts profile	Citations per Tenured/Tenure Track Faculty (Baseline AAD2018)	155.4	peer of R2 is 93.8; R1 all is 195; publics R1 is 159.9; Our goal is 160 (stretch goal of 195)	
		Number of faculty recognition/major awards (per faculty member) (Baseline AAD2018)	0.5	Peer R2 is .5; R1 is 1.1; Pubic R1 is .9; Our goal is 3% > to .52	
	2.2: Increase interdisciplinary and external collaborations	Number of proposals/grants involving investigators from more than one department	403 (33% of proposals)/200 (32% of grants)	5 years of 5% year-on-year growth; FY23: 514 proposals and 255 awards	
		Number of proposals/grants involving investigators from more than one college/school	173 (14% of proposals)/78 (13% of grants)	FY23: 220 proposals; 100 awards	
		Number of department non-UVM links across all areas of scholarship	See AA External Counts Tab	See AA External Counts Tab	
	2.3: Enhance success in external funding	Total research expenditures in Science and Engineering (Baseline FY2018)	\$118,107,000	Peer is \$150M; need to match peer at \$150M; and stretch goal is \$200M with investment	
		Total research expenditures in Non-Science and Non-Engineering (Baseline FY 2018)	\$191,000	peer is \$4.5M for R2; for R1 \$26M our stretch goal is \$22m	

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Engagement	3.1: Use an evidenced-based engagement approach to addressing contemporary challenges	Number and size of Public Service grants	69 awards; \$22,983,793	Grow by 5% annually	
		SL (service learning) and CL (civic learning) Course Sections with enrolled students(Baseline: 201920)	105	Don't have a benchmark; should we consider % of students in programs/units to increase degree programs that offer SL/CL courses	
	3.2: Educate citizens to contribute to positive community impact	Number of students who report employment in Vermont in the 6-month First Destination Survey of those with FT Employment (Baseline: Graduating Class 2019)	42.3%	50% need to work with Office of Engagement & salary parity	
		Number of Non-degree Enrollment (Baseline: Fall 2019)	FY 20 enrollments 3,845; FY20 revenue \$1,328,532	20% increase in revenue	

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Engagement (continued)	3.2: Educate citizens to contribute to positive community impact (continued)	Number of Non-credit Enrollment (Baseline: 2019)	Excluding Elevate activity direct to units: FY20 enrollments 2,910; FY20 revenue \$1,883,742. Including Elevate activity direct to units: FY20 enrollments 5,002; revenue \$2,266,265	20% increase in revenue	
	3.3: Prepare students to be engaged citizens	Percentage of students who vote (Baseline: 2016 Elections)	46.2%	peer is 50.4% to 81.4%;goal is 55% in 2020 and 65% in 2024	
		Percentage of UG students voting in SGA Elections	17.6%	30%	
		Percentage of GR students voting in GSS Elections	TBD	30%	
		Number of UG students who enter volunteer or service programs or the military (Baseline 2019)	2.60%	5%	