

Academic Success Goals Dashboard - January 09, 2023							
Priority	Goal	Metric/Product	Baseline	Metric update 11/12/2021	Metric update 1/09/2023	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%	Next NSSE is 2023	Next NSSE is 2023	peer is 67.5%; 70% in 3 years, 75% (stretch goal)	
		The number of 300-level courses offered. Baseline (201920 AY)	675	683 (202021 AY)	672 (202122 AY)	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	Will convert to how many courses will be renumbered at the 5000- and 6000-levels
		Seniors' High-impact practice participation rates as measured by NSSE survey data; Baseline: Spring 2020 NSSE survey	92%	Next NSSE is 2023	Next NSSE is 2023	peer is 86%; maintain percent	
	1.2: Improve retention, progression and graduation rates	One-Year Retention Rates (Baseline 2018 Cohort)	86.9%	87.8% (2020 Cohort)	88.6% (2021 Cohort)	BOT peers is 91%; move to 90% ; in three years 92%	
		Two-Year Retention Rates (Baseline 2017 Cohort)	78.4%	84.7% (2019 Cohort)	79.8% (2020 Cohort)	peer is 85%; 79.5% in 1 year; 82% in 3 years	
		Four-Year Graduation Rates (Baseline 2015 Cohort)	69.5%	69.4% (2017 Cohort)	69.3% (2018 Cohort)	BOT peers is 72%; 70% is target; 72% (stretch goal)	
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%	92.0% (Graduating Class of 2020/ Pandemic Year)	95.1% (Graduating Class of 2021)	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%	Next Year is NSSE 2023	Next Year is NSSE 2023	peer is 42%; 45% in 3 years	
	1.4: Increase faculty professional development and mentoring	Tenure-Track Faculty Retention (baseline 2001 to 2011)	61%	65.8% (Faculty starting in FY 2011 to 2014)	69.8% (Faculty starting in FY 2011 to 2015)	75% in 2023	
		Time in rank for associate professors (Fall 2017)	10.0 years	9.7 years (Fall 2020)	9.9 years (Fall 2021)	move to 8 years	

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	1.5: Increase the diversity of perspectives, experiences, and thought	Staff (14%) and Faculty (11.9%; 2019 faculty); demographics (Fall 2019)	13.1%	13.4% (Fall 2021)	13.7% (Fall 2022)	US = 39.9%; VT = 7.4%; NE = 25.5%; NE + PA + NJ + NY = 35%; goal is NE avg in 5 years	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.
		Student demographics (Baseline: Fall 2019)	12.2%	13.1% (Fall 2021)	13.7% (Fall 2022)	Goal is 16%	
		NSSE Discussion with Diverse Other Engagement Indicator Score (Seniors) - Max Score = 60 (Baseline NSSE 2020)	32	Next NSSE is 2023	Next NSSE is 2023	peer is 41.1; match our peers	
Knowledge Creation	2.1: Enhance the Univeristy's research, scholarship, and creative arts profile	Citations per Tenured/Tenure Track Faculty (Baseline AAD2018)	81.4	89.3 (AAD2019)	95.7 (AAD2020)	peer of R2 is 63.8; R1 all is 169.7; publics R1 is 140.1; Our goal is 160 (stretch goal of 195)	
		Number of faculty recognition/major awards (per faculty member) (Baseline AAD2018)	0.5	0.5 (AAD2019)	0.6 (AAD2020)	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	Proposals: FY19 28% Grants: FY19 26%	Proposals: FY21 36% Grants: FY21 22%	Proposals: FY22 38% Grants: FY22 24%	5 years of 5% year-on-year growth;  Proposals: 36% Grants: 33%	Methodology changed. See "Adtl Research Data" Tab
		Number of proposals/grants involving investigators from more than one college/school	Proposals: FY 19 17% Grants: FY19 15%	Proposals: FY21 21% Grants: FY21 16%	Proposals: FY22 21% Grants: FY22 18%	5 years of 5% year-on-year growth;  Proposals: 22% Grants: 19%	Methodology changed. See "Adtl Research Data" Tab
		Number of department non-UVM links across all areas of scholarship	See External Counts Tab	See External Counts Tab	See External Counts Tab	See External Counts Tab	
	2.3: Enhance success in external funding	Total research expenditures in Science and Engineering (Baseline FY2018)	\$118,107,000 (should be \$135,673,000 corrected to match the FY19 HERD Survey)	\$178,828,000 (FY2020)	\$182,307,000 (FY21 HERD Survey)	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 (should be \$186,000 corrected to match the FY19 HERD Survey)	\$12,319,000 (FY2020)	\$13,013,000 (FY21 HERD Survey)	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	82 awards; \$46,755,100 (Note, contains \$29,000,000 in CARES funding; alternative total without CARES is \$17,755,100)	160 awards; \$27,081,765	Grow by 5% annually = \$29,333,791	
		SL (service learning) and CL (civic learning) Course Sections with enrolled students(Baseline: 201920)	108	97 (202021)	96 (202122)	Grow by 5% annually	
	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)	44.3%	40.9 % (Graduating Class 2020)	44.2% (Graduating Class 2021)	50%	
		Number of Non-degree Enrollment (Baseline: Fall 2019)	FY 20 enrollments 3,845; FY20 revenue \$1,328,532	FY 21 enrollments 3,086; FY21 revenue \$1,039,844	FY 22 enrollments 3,277; FY22 revenue \$1,123,054	20% increase in revenue  Revenue = \$1,594,238	
Engagement (continued)	3.2: Educate citizens to contribute to positive community impact (continued)	Number of Non-credit Enrollment (Baseline: 2019)	PACE Administered Non-Credit Programs	PACE Administered Non-Credit Programs	PACE Administered Non-Credit Programs	20% increase in revenue	
		Beginning in FY26, a baseline for non-Pace Administered non-credit will be available and included in this metric	FY20 Enrollments 2,910; Revenue \$1,883,742	FY21 Enrollments 3,586; Revenue \$2,073,425	FY22 Enrollments 3,878; Revenue \$2,164,001	PACE Administered Non-Credit Programs Revenue = \$2,404,185	
	3.3: Prepare students to be engaged citizens	Percentage of students who vote (Baseline: 2016 Elections)	46.2%	80.7%	Next report is for 2024 (or we can aim for 2022 a non-presidential election)	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%	6.3%	2.7%	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)	2.6%	1.5% (Graduating Class 2020)	0.7% (Graduating Class 2021)	5%	