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

Objective	Core Theme 1 & 2		Core Theme 1		Core Theme 2			Core Theme 2 & 3			Core Theme 3		Core Theme 3		
	Goal #1: Student Success		Goal #2: Transformational Education		Goal #3: Grow the number of lives impacted			Goal #4: Thriving University Community			Goal #5: Relevance and Interconnection		Goal 6: Financial Sustainability		
	Obj 1: High impact practices	Obj 2: Post- graduate planning	Obj 1: Excellence in teaching	Obj 2: Learning outcomes	Obj 1: Grow as thriving rural university	Obj 2: Student retention	Obj 3: Degree attainment	Obj 1: University culture	Obj 2: Inter-cultural competency	Obj 3: Campus quality of life	Obj 1: Educational partnerships	Obj 2: Rural community prosperity	Obj 1: Fiscal responsibility	Obj 2: Culture of philanthropy	Obj 3: Alternative revenue
Implement and monitor transformational education and quality in all academic programs	x	x	x	x								x			

-----Performance Improvement-----

Key Performance Indicator Key

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

Progress Key

↑ = Increase   ↓ = Decrease

✓ = Goal met or exceeded   ▬ = Same

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

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

Analysis (evaluation of progress)

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