



## Background

- President's initiative to promote transparency and accountability regarding overall performance
- "A Strategic Direction for the University System" outlined first cut of measures in October 2008
- Impetus: Association of Governing Boards
- University systems and performance measures

# University of Missouri Strategic Plan: Organized around Five Themes

- Teaching and Learning
- Research and Discovery
- Economic Development
- Community Service and Engagement
- Developing and Managing Human, Financial, and Physical Resources

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## Process of Developing Measures

- Task Force began August 2008
- Four campuses and UM System represented
- Meetings and video conferences during year
- Relied heavily on campus and UM System IR offices
- UM System IR maintained official report template
- Report template and core measures finished March 2009
  - Historical data, benchmarks, and comparator peer averages populated July 2009
  - Campuses given option to add campus-specific measures
  - Campus targets established August 2009

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# Components of Notebook - Campus Reports





# Campus Report Example

No.	Measures	FY07	FY08	FY09	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	Source
	<u>Teaching and Learning</u>								
TL-1	Headcount enrollment by student level								IPEDS Fall / EMSAS Fall
	Undergraduate	21,484	21,586	22,980		24,741		25,658	
	Graduate	5,598	5,708	6,024		6,481		7,573	
	Professional	1,102	1,111	1,126		1,123		1,418	
	<u>Developing and Managing Human, Financial, and Physical Resources</u>								
DM-1	Average ranked faculty salary	\$74,549	\$76,139	\$81,604		\$85,000	\$112,481	\$93,957	AAUP (Academe)

(1) Indicator:

- Green = reach or exceed
- Yellow = making progress
- Red = no progress

(2) Target Indicator for most measures is for 3 full years out, FY12.

(3) Benchmark based on top performing peer institution in FY07.

(4) Peer Average based on FY07 peer institution data.

# Components of Notebook - Operational Definitions

## Teaching & Learning

No.	Measures	Source	Contact	Definition
TL-1	Headcount enrollment by student level	IPEDS Fall Enrollment survey, Part A <a href="http://www.umsystem.edu/ums/departments/fa/planning/stu">http://www.umsystem.edu/ums/departments/fa/planning/stu</a>		



## Strategies for setting campus targets

- Campus sets targets on selected measures
- Same for each campus
- Reviewed and discussed annually by Chancellors & President

## Next Step

- Outside “audit” of measures
- Validity and reasonableness of measures, targets, benchmarks, and peer comparisons

## Annual Process

- Collaboration with campuses
- UM System IR responsible for maintaining and updating report
- Updates shared with Board of Curators in December
- Considered dynamic document

## Lessons Learned

- President lead effort
- Balancing involvement and speed
- Changes based on campus input

## Questions

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