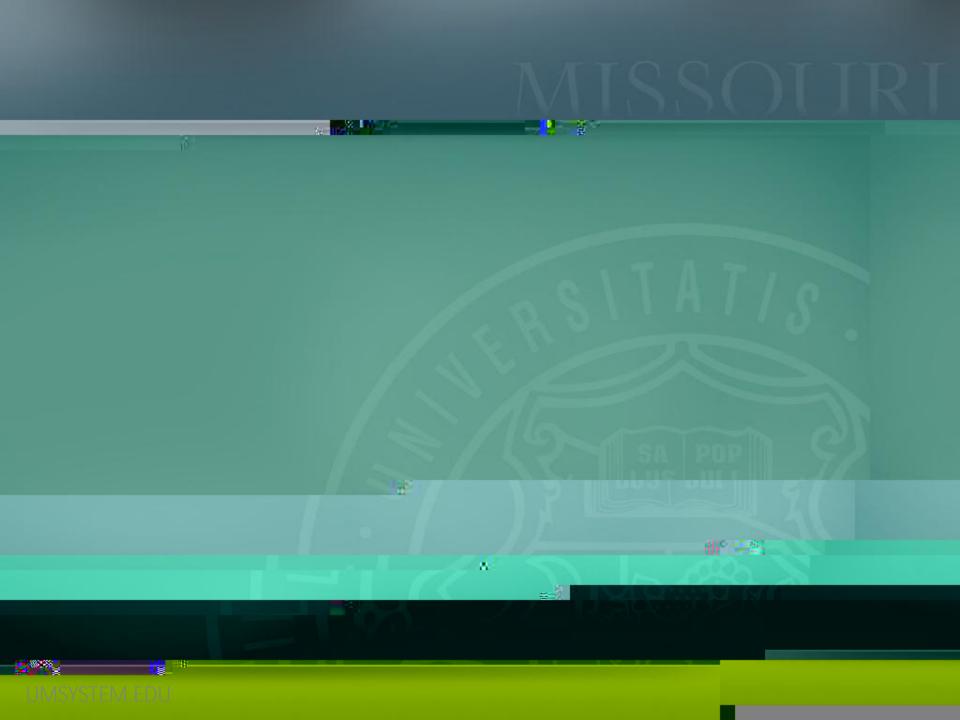


Background

- 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

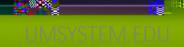
University of Missouri Strategic Plan: Organized around Five Themes

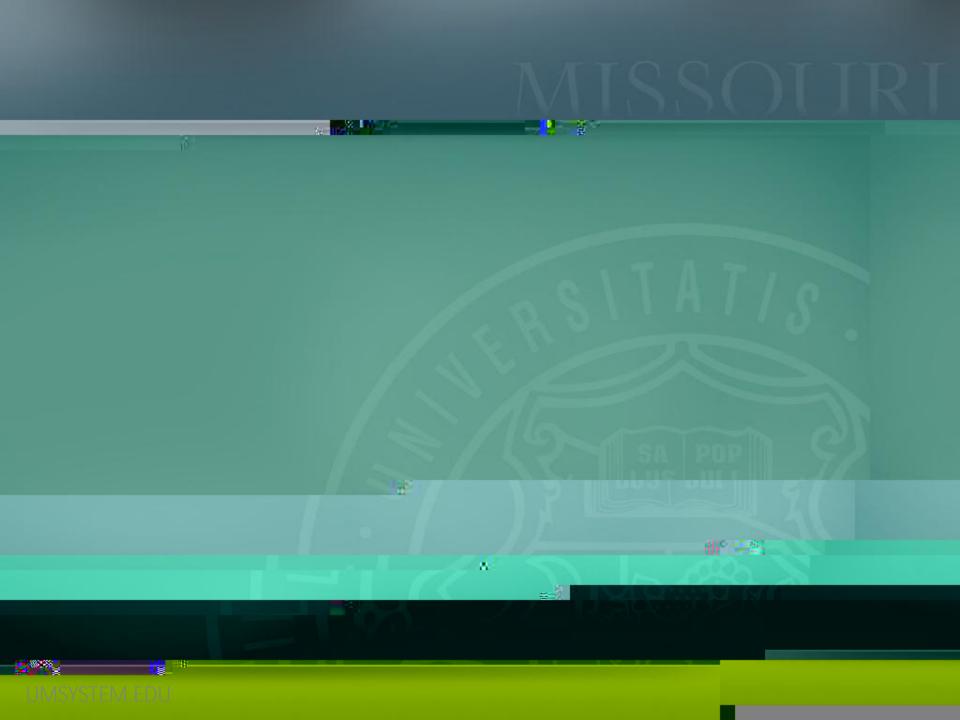
- Teaching and Learning
- Research and Discovery
- Economic Development
- Community Service and Engagement
- Developing and Managing Human, Financial, and Physical Resources

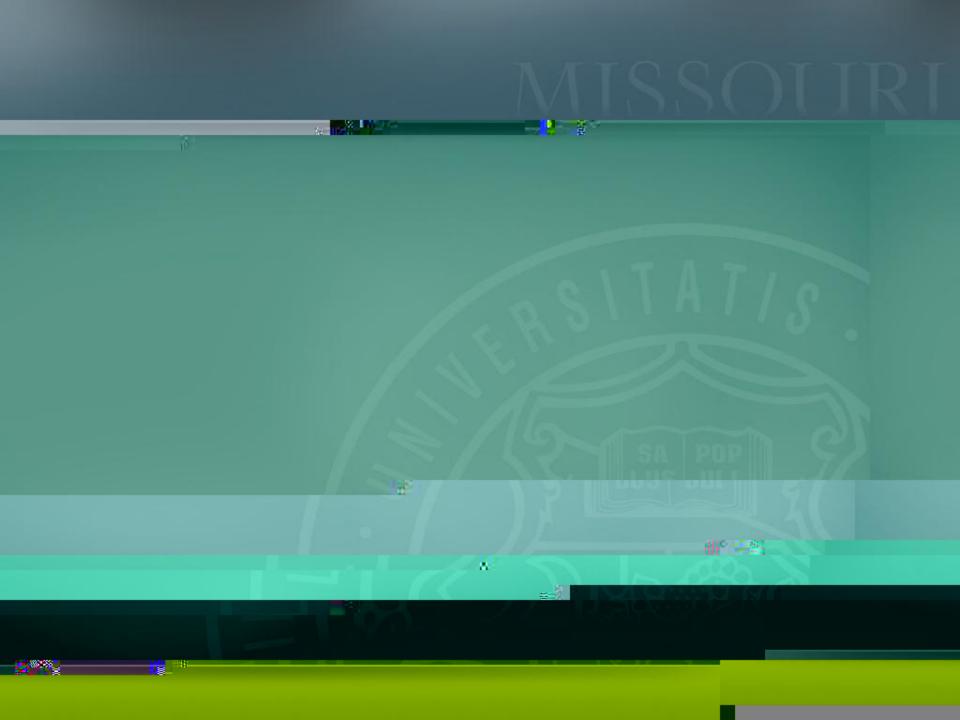


Process of Developing Measures

- 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







Components of Notebook - Campus Reports

Campus Report Example

No.		Measures	FY07	FY08	FY09	Indicator (1)	Target (2)	Benchmark (3)	Peer Average (4)	Source
	<u>Teach</u>	ng and Learning					100		77	
TL-1	Heado	ount enrollment by student level		A			111	1 /	1.8	IPEDS Fall / EMSAS Fall
	Und	ergraduate	21,484	21,586	22,980		24,741		25,658	
	Grad	uate	5,598	5,708	6,024	1	6,481		7,573	
	Prof	essional	1,102	1,111	1,126		1,123		1,418	
		ping and Managing Human, Financial, ysical Resources			All					1
DM-1	Avera	e 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 dat

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Components of Notebook - Operational Definitions

Teaching & Learning

No. Measures Source Contact Definition

TL-1 Headcount enrollment by student level Enrollment survey, Part A http://www.umsyste m.edu/ums/departm ents/fa/planning/stu

w

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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

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Lessons Learned

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

Questions

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