# STRATEGIC PLAN, 2009-2014

## University-wide Annual Review Report

| Review of Metrics by Goal | Baseline | Review Year 1 | 2 | 3 | 4 | 5 | Target | Performance Indicator | Revised Target |
|---|---|---|---|---|---|---|---|---|---|
| **Goal 1: Prepare Students for Leading Roles in an Innovation-driven Economy and Global Society** | | | | | | | | | |
| 1-1. Increase the 75th percentiile of ACT Composite score for the first-year class | 22-27 | 22-28 | | | | | 28 | ★ | 29 |
| 1-2. Reduce the undergraduate student-to-faculty ratio | 17.8 to 1 | 17.7 to 1 | | | | | 17 to 1 | ▲ | |
| 1-3 Increase the first-to-second year retention rate | 81.0% | 80.3% | 81.9% preliminary | | | | 85% | ▲ | |
| 1-4 Increase the number of high impact co-curricular activities that support the student's classroom experience | - | 400 | | | | | Increase | | |
| 1-5 Increase the six-year graduation rate | 57.7% | 59.5% | | | | | 64% | ▲ | |
| 1-6 Improve undegraduate performance on the Collegiate Learning Assessment as measured by value-added statistics: | | | | | | | | | |
| Cross-sectional Study | Above Expected | Spring 2012[1] | | | | | Increase | | |
| Longitudinal Study | As Expected (Phase 2) | Spriing 2012[1] | | | | | Increase | | |
| 1-7 Exceed benchmark averages on pass rates of first time test takers in professional programs with licensure examinations | 92% | 79% | | | | | Exceed | ■ | |
| 1-8 Increase bachelor degrees awarded per academic year | 3,775 | 3,650 | 3,521 | | | | 3,925 | ■ | |
| 1-9 Increase master's degrees awarded per academic year | 1,311 | 1,334 | 1,211 | | | | 1,450 | ■ | |
| 1-10 Increase research/professional doctoral degrees awarded per academic year | 717 | 719 | 734 | | | | 780 | ▲ | |
| 1-11 Increase degrees awarded per academic year in STEM disciplines, including degrees that prepare teachers in STEM disciplines | 1,181 | 1,089 | 1,056 | | | | 1,300 | ■ | |
| [1]NOTE: Indicates date of next scheduled assessment | | | | | | | | | |

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| **Goal 2: Promote Research and Creative Work to Increase the Intellectual, Social, and Economic Capital of Kentucky and the World Beyond Its Boarders** | | | | | | | | | |
| 2-1 Increase total annual research expenditures, as reported to the National Science Foundation in science and engineering fields | $337 million | $368 million (preliminary) | | | | | $430M | ▲ | |
| 2-2 Increase the five-year total for journal publications | 8,991 | 9,413 | 9,858 | | | | 10,000 | ▲ | |
| 2-3 Increase the five-year total for citations | 52,169 | 56,520 | 62,226 | | | | 65,000 | ▲ | |
| 2-4 Increase total annual invention disclosures, licenses and options executed, and startups based on new licenses | 118 | 106 | | | | | 132 | ■ | |
| 2-5 Increase total annual national and international recognition awards for research excellence | - | 75 | | | | | Increase | | |
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| **Goal 3: Develop the Human and Physical Resources of the Univesity of Achieve the Institution's Top 20 Goals** | | | | | | | | | |
| 3-1 Increase the averge all-ranks instructional faculty salary as a percent of the benchmark median | 83.9% | 83.0% | | | | | 90% | ■ | |
| 3-2 Improve work-life satisfaction among faculty and staff, according to results of the univesity-wide Work-Life Survey | | | | | | | Improve | | |
| Commitment Scale (Faculty/Staff) | 3.42/3.92 | Oct 2010[1] | | | | | | | |
| Satisfaction Items (Faculty/Staff) | 3.45/3.69 | Oct 2010[1] | | | | | | | |
| 3-3 Improve the ranking among public research universities of UK Libraries, accoring to the Library Investment Index of the Association of Research Libraries | 35th | 36th | 36th | | | | Improve | ■ | |
| 3-4 Increase the percent of staff at the appropriate point between the minimum and mid-point of the pay grade, based on performance and years of experience | Baseline analysis underway | Baseline analysis underway | | | | | 90% | | |
| 3-5 Achieve parity commensurate with Top 20 public research universities for information technology solutions and service | - | 25% achieved | 38% achieved | | | | | ▲ | |
| 3-6 Add educational, general, research, and student support space, targeted in areas of greatest need | 0 | 313,208 GSF | | | | | 1M gross square feet (GSF) | ▲ | |
| 3-7 Renovate or modernize classroom, research, and student support space, as prioritized by a needs analaysis | 0 | 83,981 sq ft | | | | | 200,00 sq ft | ▲ | |
| | | | | | | | | | |
| [1]NOTE: Date indicates next scheduled Work-Life Survey | | | | | | | | | |

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| **Goal 4: Promote Diversity and Inclusion** | | | | | | | | | |
| 4-1 Ensure that all educational and administrative units implement strategies to achieve inclusive excellence | - | Oct 2010[1] | | | | | Implement Strategies | ★ | |
| 4-2 Increase the proportion of students from diverse ethnic groups and other underserved populations | | | | | | | Increase | | |
| Racial/Ethnic Minorities | 10.0% | 10.9% | | | | | | ▲ | |
| International | 4.3% | 4.3% | | | | | | | |
| Appalachian | 12.5% | 12.0% | | | | | | ■ | |
| Underserved KY Counties | 3.1% | 2.9% | | | | | | ■ | |
| Pell Grant Recipients | 11.9% | 15.0% | | | | | | ▲ | |
| 4-3 Achieve the employment goals of UK's annual Affirmative Action Plan (N=21) | 16 | 15 | | | | | Achieve Goals | ■ | |
| 4-4 Improve student, faculty, and staff ratings on the extent to which UK is an inclusive community, according to results of a university-wide survey | | | | | | | Improve Ratings | | |
| Students: | | | | | | | | | |
| *Welcoming Campus Environment Scale* | 3.53 | Spring 2014[3] | | | | | | | |
| *Perceptions of Disparate Treatment Scale* | 2.37[4] | Spring 2014 | | | | | | | |
| Faculty and Staff Rating (4-point scale) | Oct 2010 | Oct 2013 | | | | | | | |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| 4-5 Improve student ratings of curricular and co-curricular effectiveness in promoting diversity and inclusion, according to results of a university-wide survey | 3.46 | Spring 2014 | | | | | Improve Ratings | | |
| 4-6 Increase the number of partnerships with community organizations whose purpose is to promote diversity and inclusion | - | 151 | | | | | Increase Number of Partners | ▲ | |

[1]NOTE: To be based on first-year Strategic Plan Progress Reports due October 2010.

[2]NOTE: Data used for determining utilization status places library faculty in the Professional job category, based on IPEDS definitions.

[3]NOTE: Dates indicate planned administration of surveys to determine baseline and/or progress.

[4]NOTE: The lower the rating on this scale, the fewer the perceptions of disparate treatment.

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| **Goal 5: Improve the Quality of Life of Kentuckians Through Engagement, Outreach and Service** | | | | | | | | | |
| 5-1 Increase the number of faculty and staff reporting outreach and engagement activities on the Engagement Measurement Instrument (EMI) | 674 | 666 | | | | | 1,000 | ■ | |
| 5-2 Increase outreach, service, and engagement contacts made with individuals in providing university knowledge and expertise to improve lives and benefit communities | Baseline analysis underway | Baseline analysis underway | | | | | Increase | | |
| 5-3 Achieve at least five national, regional or disciplinary competitive grants or recognitions for engagement and outreach | - | 5 | | | | | 5 | ★ | |
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