

UAS Core Themes, Objectives, Indicators, and Goals											
Core Theme #1: Student Success			UAS						UA	AK	
Objectives	Performance Measures	Goals	FY10	FY11	FY12	FY13	FY14	FY15		FY10-15 Avg.	
1.1: Access	1.1.1: Pell Grant Recipients (% of Undergraduates)	UA Avg.	11%	17%	17%	18%	17%		✗	22%	
	1.1.2: Student Diversity by Race	UA & AK Avg.									
	Alaska Native/American Indian		16%	14%	15%	17%	17%	18%	✓	15%	18%
	Hawaii Native/Pacific Islander		1%	1%	2%	1%	2%	2%	✓	1%	2%
	Asian		3%	3%	2%	2%	3%	4%	✗	6%	7%
	Black		1%	1%	1%	1%	2%	2%	✗	3%	5%
	Hispanic (of any race)				4%	4%	4%	5%	✗	6%	6%
	1.1.3: Origin at Entry (% Rural)	AK Avg.	44%	45%	46%	45%	46%	46%	✓		21%
1.2: Preparation	1.2.1: First-Time Freshman Not Taking Development Classes	UA Avg.	45%	46%	37%	47%	51%	52%	✓	49%	
	1.2.2: High Demand Job Areas (% of Awards Earned)	UA Avg.	76%	84%	77%	80%	79%	75%	✓	70%	
	1.2.3: Full Enrollment (% of Degree Seeking Undergraduates ≥ 30 Credits per AY)	Improvement	10%	10%	11%	16%	14%	15%	✓		
	1.2.4: Alaska Performance Scholars (% of UA APS at UAS)	Proportional, 12%			5%	6%	6%	5%	✗		
1.3: Success	1.3.1: First-Time Full-Time Freshman Retention Rates (Retained in UA System)	UA Avg.	58%	62%	62%	59%	63%	63%	✗	68%	
Core Theme #2: Teaching and Learning			UAS						UA	AK	
Objectives	Performance Measures	Goals	FY10	FY11	FY12	FY13	FY14	FY15		FY10-15 Avg.	
2.1: Quality of Programs and Services	2.1.1: Course Ratings	Improvement	3.3	3.3	3.3	3.3	2.9	2.9	✗		
	2.1.2: Student Services Ratings (Responsiveness of Staff to Student Needs)	Improvement	77%			76%			✓		
	2.1.3: UAS AA and AAS Graduates Continuing on to UA Degree Program in Next Year	Improvement		44%	44%	35%	33%	22%	✗		
	2.1.4: Alumni Survey Satisfaction Ratings	UA Avg.			91%		90%		✓	86%	
2.2: Academic Excellence	2.2.1: Successful Course Completion (% of Successful Courses by Degree Seeking Students)	UA Avg.	74%	76%	75%	75%	76%	76%	✓	76%	
	2.2.2: Honors Students	Growth				15	14	20	✓		
2.3: Quality of Faculty and Staff	2.3.1: Tenured Faculty with Doctorates	UA Avg.	64%	63%	67%	64%	71%	68%	✗	71%	
	2.3.2: Faculty Staff Diversity by Race	UA & AK Avg.									
	Alaska Native/American Indian			3% 11%	4% 11%	4% 14%	5% 13%	6% 12%	✗	4% 8%	18%
	Hawaii Native/Pacific Islander			1% 2%	1% 1%	0% 1%	0% 1%	0% 0%	✗	0% 1%	2%
	Asian			0% 4%	0% 5%	1% 4%	1% 4%	2% 4%	✗	5% 5%	7%
	Black			0% 3%	0% 3%	0% 3%	1% 2%	0% 3%	✗	1% 3%	5%
		2.3.3: Employee Turnover (Rate of Turnover in Positions Having New Incumbents)	UA Avg.	13%	12%	15%	14%	14%	9%	✓	11%
2.4: Effectiveness and Efficiency	2.4.1: Awards Earned for Each Regular FTE Instructional Faculty	UA Avg.	3.6	4.6	5.3	6.0	6.8	5.7	✓	4.1	

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Core Theme #3: Community Engagement						UAS				UA	AK
Objectives	Performance Measures	Goals	FY10	FY11	FY12	FY13	FY14	FY15		FY10-15 Avg.	
3.1: Individual Engagement	3.1.1: Alumni Engagement (Ratio of Alumni and Friends Memberships to Prev. FY Graduates)	Growth				64%	61%	51%	✘		
	3.1.2: Course Enrollment in Internships, Practicums, Independent Studies, and Individual Research	Growth	451	498	510	449	469	456	✘		
3.2: Institutional Engagement	3.2.1: Community Partnerships (# of Formal MOAs and MOUs)	Growth			17	23	26	36	✓		
	3.2.2: Community Engagement (# of UAS-Sponsored Forums, Lecture Series, and Workshops)	Growth		38	47				✓		
	3.2.3: High Demand Job Areas (% of Awards Earned)	UA Avg.	76%	84%	77%	80%	79%	75%	✓	70%	
	3.2.4: Awards Earned from Distance Programs	UA Avg.				58%	51%	57%	✓	23%	
Core Theme #4: Research and Creative Expression						UAS				UA	AK
Objectives	Performance Measures	Goals	FY10	FY11	FY12	FY13	FY14	FY15		FY10-15 Avg.	
4.1: Engagement	4.1.1: Funded Proposals (% of Submitted)	Growth	58%	45%	57%	46%	47%	45%	✘		
	4.1.2: Grant Funded Research Expenditures	Growth	\$1.5M	\$1.0M	\$1.1M	\$1.3M	\$1.3M		✓		
4.2: Learning Impact	4.2.1: Guest Lecturers and Visiting Scholars	Growth		88	98				✓		
	4.2.2: Undergraduate Research and Creative Activity Awards	Growth			12	6	8	13	✓		

Sources: UA Decision Support Database (RPTP.DSDMGR) compiled by UAS Institutional Effectiveness; *UA in Review 2010-2015*; *University of Alaska Recent Alumni Survey 2012 and 2014*; UAS Provost’s Office; UAS Deans’ offices; UAS Alumni Department; UAS Grants Department; Alaska Department of Labor and Workforce Development