

UAS Core Themes, Objectives, Performance Measures, and Goals										
Core Theme #1: Student Success			UAS						UA	AK
Objectives	Performance Measures	Goals	FY11	FY12	FY13	FY14	FY15	FY16		FY11-16 Avg.
1.1: Access	1.1.1: Pell Grant Recipients (% of Undergraduates)	UA Avg.	17%	17%	18%	17%	17%		✘	24%
	1.1.2: Student Diversity by Race	UA & AK Avg.								
	Alaska Native/American Indian		14%	15%	17%	17%	18%	15%	✓	15%   18%
	Hawaii Native/Pacific Islander		1%	2%	1%	2%	2%	1%	✓	1%   2%
	Asian		3%	2%	2%	3%	4%	4%	✘	6%   8%
	Black		1%	1%	1%	2%	2%	2%	✘	3%   5%
	Hispanic (of any race)			4%	4%	4%	5%	5%	✘	6%   6%
1.1.3: Origin at Entry (% of Alaska Student's from Rural Areas)	AK Avg.	36%	40%	39%	39%	40%	41%	✓	23%   20%	
1.2: Preparation	1.2.1: First-Time Freshman Not Taking Development Classes	UA Avg.	46%	37%	47%	51%	52%	50%	✓	50%
	1.2.2: High Demand Job Areas (% of Awards Earned)	UA Avg.	84%	77%	80%	79%	75%	74%	✓	69%
	1.2.3: Full Enrollment (% of Degree Seeking Undergraduates ≥ 30 Credits per AY)	Improvement	10%	11%	16%	14%	15%	14%	✘	18%
	1.2.4: Alaska Performance Scholars (% of UA APS at UAS)	Proportional, 11%		5%	6%	6%	5%	5%	✘	
1.3: Success	1.3.1: First-Time Full-Time Freshman Retention Rates (Retained in UA System)	UA Avg.	62%	62%	59%	63%	63%	61%	✘	68%
Core Theme #2: Teaching and Learning			UAS						UA	AK
Objectives	Performance Measures	Goals	FY11	FY12	FY13	FY14	FY15	FY16		FY11-16 Avg.
2.1: Quality of Programs and Services	2.1.1: Course Ratings	Improvement				3.4	3.4	3.5	✓	
	2.1.2: Student Services Ratings (Responsiveness of Staff to Student Needs)	Improvement			76%				✓	
	2.1.3: UAS AA and AAS Graduates Continuing on to UA Degree Program in Next Year	Improvement	44%	44%	35%	33%	22%	26%	✘	
	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.	76%	75%	75%	76%	76%	78%	✓	76%
	2.2.2: Honors Students	Growth			15	14	20	16	✓	
2.3: Quality of Faculty and Staff	2.3.1: Tenured Faculty with Doctorates	UA Avg.	63%	67%	64%	71%	68%	66%	✘	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%	6%   14%	✘	4%   8%   18%
	Hawaii Native/Pacific Islander		1%   2%	1%   1%	0%   1%	0%   1%	0%   0%	0%   1%	✘	0%   1%   2%
	Asian		0%   4%	0%   5%	1%   4%	1%   4%	2%   4%	1%   7%	✘	5%   5%   8%
	Black		0%   3%	0%   3%	0%   3%	1%   2%	0%   3%	0%   1%	✘	1%   3%   5%
2.3.3: Employee Turnover (Rate of Turnover in Positions Having New Incumbents)	UA Avg.	12%	15%	14%	14%	9%	16%	✘	11%	
2.4: Effectiveness and Efficiency	2.4.1: Awards Earned for Each Regular FTE Instructional Faculty	UA Avg.	4.6	5.3	6.0	6.8	5.7	6.2	✓	3.8

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<b>Core Theme #3: Community Engagement</b>						<b>UAS</b>				<b>UA</b>	<b>AK</b>
<b>Objectives</b>	<b>Performance Measures</b>	<b>Goals</b>	<b>FY11</b>	<b>FY12</b>	<b>FY13</b>	<b>FY14</b>	<b>FY15</b>	<b>FY16</b>		<b>FY11-16 Avg.</b>	
3.1: Individual Engagement	3.1.1: Alumni Engagement (Ratio of Alumni and Friends Memberships to Prev. FY Graduates)	Growth			64%	61%	51%	52%	✘		
	3.1.2: Course Enrollment in Internships, Practicums, Independent Studies, and Individual Research	Growth	498	510	449	469	456	440	✘		
3.2: Institutional Engagement	3.2.1: Community Partnerships (# of Formal MOAs and MOUs)	Growth		17	23	26	36	36	✓		
	3.2.2: Community Engagement (# of UAS-Sponsored Forums, Lecture Series, and Workshops)	Growth	38	47	51	49	50	52	✓		
	3.2.3: High Demand Job Areas (% of Awards Earned)	UA Avg.	84%	77%	80%	79%	75%	74%	✓	69%	
	3.2.4: Awards Earned from Distance Programs	UA Avg.			58%	51%	60%	52%	✓	26%	
<b>Core Theme #4: Research and Creative Expression</b>						<b>UAS</b>				<b>UA</b>	<b>AK</b>
<b>Objectives</b>	<b>Performance Measures</b>	<b>Goals</b>	<b>FY11</b>	<b>FY12</b>	<b>FY13</b>	<b>FY14</b>	<b>FY15</b>	<b>FY16</b>		<b>FY11-16 Avg.</b>	
4.1: Engagement	4.1.1: New Grant Awards, Maximum Amount Available for Multi-Year Monetary Commitment (Inflation Adjusted)	Growth	\$8.4M	\$3.4M	\$1.1M	\$3.2M	\$1.3M		✘		
	4.1.2: New Submitted Grant Proposals	Growth	39	39	41	31	58	45	✘		
	4.1.3: Grant Funded Research Expenditures (Inflation Adjusted)	Growth	\$1.1M	\$1.1M	\$1.3M	\$1.3M	\$1.5M	\$1.6M	✓		
	4.1.4: Tripartite Faculty Publications and Creative Expressions per Tripartite Faculty, including Creative Expressions such as Juried Exhibits, Published Anthologies, etc.	Growth									
4.2: Learning Impact	4.2.1: Undergraduate Research and Creative Activity Awards	Growth		12	6	8	13	8	✘		
	4.2.2: Full-Time Students that are Research Assistants—including those who are grant funded, general funded—or taking a -98 individual research course (%)	Growth	1%	3%	4%	4%	5%	4%	✓		

**Sources:** UA Decision Support Database (RPTP.DSDMGR) compiled by UAS Institutional Effectiveness; *UA in Review 2011-2016*; *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