

| UAS Core Themes, Objectives, Performance Measures, and Goals |  |                   |          |          |          |          |          |          |    |               |
|--|--|-------------------|----------|----------|----------|----------|----------|----------|----|---------------|
| Core Theme #1: Student Success                               |  |                   | UAS      |          |          |          |          |          | UA | AK            |
| Objectives   | Performance Measures   | Goals             | FY12     | FY13     | FY14     | FY15     | FY16     | FY17     |    | FY12-17 Avg.  |
| 1.1: Access  | 1.1.1: Pell Grant Recipients (% of Undergraduates)                                       | UA Avg.           | 17%      | 18%      | 17%      | 17%      | 17%      | 17%      | ✘  | 24%           |
|  | 1.1.2: Student Diversity by Race   | UA & AK Avg.      |          |          |          |          |          |          |    |               |
|  | Alaska Native/American Indian  |                   | 15%      | 17%      | 17%      | 18%      | 15%      | 17%      | ✓  | 15%   18%     |
|  | Hawaii Native/Pacific Islander   |                   | 2%       | 1%       | 2%       | 2%       | 1%       | 1%       | ✓  | 1%   2%       |
|  | Asian  |                   | 2%       | 2%       | 3%       | 4%       | 4%       | 4%       | ✘  | 6%   7%       |
|  | Black  |                   | 1%       | 1%       | 2%       | 2%       | 2%       | 2%       | ✘  | 3%   5%       |
|  | Hispanic (of any race)   |                   | 4%       | 4%       | 4%       | 5%       | 5%       | 6%       | ✓  | 6%   6%       |
|  | 1.1.3: Origin at Entry (% of Alaska Student's from Rural Areas)                          | AK Avg.           | 43%      | 42%      | 43%      | 43%      | 43%      | 44%      | ✓  | 31%   20%     |
| 1.2: Preparation   | 1.2.1: First-Time Freshman Not Taking Development Classes                                | UA Avg.           |          | 54%      | 57%      | 55%      | 60%      | 65%      | ✓  | 69%           |
|  | 1.2.2: High Demand Job Areas (% of Awards Earned)  | UA Avg.           | 77%      | 80%      | 79%      | 75%      | 74%      | 64%      | ✘  | 67%           |
|  | 1.2.3: Full Enrollment (% of Degree Seeking Undergraduates ≥ 30 Credits per AY)          | Improvement       | 11%      | 16%      | 14%      | 15%      | 14%      | 13%      | ✘  | 18%           |
|  | 1.2.4: Alaska Performance Scholars (% of UA APS at UAS)                                  | Proportional, 10% | 5%       | 6%       | 6%       | 5%       | 5%       | 6%       | ✘  |               |
| 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%      | ✘  | 67%           |
| Core Theme #2: Teaching and Learning                         |  |                   | UAS      |          |          |          |          |          | UA | AK            |
| Objectives   | Performance Measures   | Goals             | FY12     | FY13     | FY14     | FY15     | FY16     | FY17     |    | FY12-17 Avg.  |
| 2.1: Quality of Programs and Services                        | 2.1.1: Course Ratings  | Improvement       |          |          | 3.4      | 3.4      | 3.5      | 3.5      | ✓  |               |
|  | 2.1.2: Student Services Ratings (Responsiveness of Staff to Student Needs)               | Improvement       |          | 76%      |          |          |          | 81%      | ✓  |               |
|  | 2.1.3: UAS AA and AAS Graduates Continuing on to UA Degree Program in Next Year          | Improvement       | 44%      | 35%      | 33%      | 22%      | 26%      | 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.           | 75%      | 75%      | 76%      | 76%      | 78%      | 78%      | ✓  | 76%           |
|  | 2.2.2: Honors Program Students   | Growth            |          | 15       | 14       | 20       | 16       | 10       | ✘  |               |
| 2.3: Quality of Faculty and Staff                            | 2.3.1: Tenured Faculty with Doctorates   | UA Avg.           | 67%      | 64%      | 71%      | 68%      | 66%      | 66%      | ✘  | 71%           |
|  | 2.3.2: Faculty   Staff Diversity by Race   | UA & AK Avg.      |          |          |          |          |          |          |    |               |
|  | Alaska Native/American Indian  |                   | 4%   11% | 4%   14% | 5%   13% | 6%   12% | 6%   14% | 7%   12% | ✘  | 5%   8%   18% |
|  | Hawaii Native/Pacific Islander   |                   | 1%   1%  | 0%   1%  | 0%   1%  | 0%   0%  | 0%   1%  | 0%   1%  | ✘  | 0%   1%   2%  |
|  | Asian  |                   | 0%   5%  | 1%   4%  | 1%   4%  | 2%   4%  | 1%   7%  | 1%   8%  | ✘  | 5%   5%   7%  |
|  | Black  |                   | 0%   3%  | 0%   3%  | 1%   2%  | 0%   3%  | 0%   1%  | 0%   1%  | ✘  | 1%   3%   5%  |
|  | 2.3.3: Employee Turnover (Rate of Turnover in Positions Having New Incumbents)           | UA Avg.           | 15%      | 14%      | 14%      | 9%       | 16%      | 13%      | ✘  | 11%           |
| 2.4: Effectiveness and Efficiency                            | 2.4.1: Awards Earned for Each Regular FTE Instructional Faculty                          | UA Avg.           | 5.3      | 6.0      | 6.8      | 5.7      | 6.7      | 5.5      | ✓  | 4.4           |

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|--|---|---------|--------|--------|--------|--------|--------|--------|---|--------------|----|
| Core Theme #3: Community Engagement                          |   |         |        |        |        | UAS    |        |        |   | UA           | AK |
| Objectives   | Performance Measures  | Goals   | FY12   | FY13   | FY14   | FY15   | FY16   | FY17   |   | FY12-17 Avg. |    |
| 3.1: Individual Engagement                                   | 3.1.1: Alumni Engagement (Ratio of Alumni and Friends Memberships to Prev. FY Graduates)  | Growth  |        | 64%    | 61%    | 51%    | 62%    | 63%    | ✓ |              |    |
|  | 3.1.2: Course Enrollment in Internships, Practicums, Independent Studies, and Individual Research   | Growth  | 510    | 449    | 469    | 456    | 440    | 424    | ✗ |              |    |
| 3.2: Institutional Engagement                                | 3.2.1: Community Partnerships (# of Formal MOAs and MOUs)   | Growth  | 17     | 23     | 26     | 36     | 36     | 37     | ✓ |              |    |
|  | 3.2.2: Community Engagement (# of UAS-Sponsored Forums, Lecture Series, and Workshops)  | Growth  | 47     | 51     | 49     | 50     | 52     | 52     | ✓ |              |    |
|  | 3.2.3: High Demand Job Areas (% of Awards Earned)   | UA Avg. | 77%    | 80%    | 79%    | 75%    | 74%    | 64%    | ✗ | 67%          |    |
|  | 3.2.4: Awards Earned from Distance Programs   | UA Avg. |        | 58%    | 51%    | 60%    | 53%    | 53%    | ✓ | 31%          |    |
| Core Theme #4: Research and Creative Expression              |   |         |        |        |        | UAS    |        |        |   | UA           | AK |
| Objectives   | Performance Measures  | Goals   | FY12   | FY13   | FY14   | FY15   | FY16   | FY17   |   | FY12-17 Avg. |    |
| 4.1: Engagement  | 4.1.1: New Grant Awards, Maximum Amount Available for Multi-Year Monetary Commitment (Inflation Adjusted)   | Growth  | \$3.4M | \$1.1M | \$3.2M | \$1.3M | \$1.6M |        | ✗ |              |    |
|  | 4.1.2: New Submitted Grant Proposals  | Growth  | 39     | 41     | 31     | 58     | 44     |        | ✗ |              |    |
|  | 4.1.3: Grant Funded Research Expenditures (Inflation Adjusted)  | Growth  | \$1.1M | \$1.3M | \$1.3M | \$1.5M | \$1.6M | \$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  |        |        |        |        | 3.8    |        |   |              |    |
| 4.2: Learning Impact   | 4.2.1: Undergraduate Research and Creative Activity Awards  | Growth  | 12     | 6      | 8      | 13     | 8      | 3      | ✗ |              |    |
|  | 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  | 3%     | 4%     | 4%     | 5%     | 4%     | 4%     | ✓ |              |    |

**Sources:** UA Decision Support Database (RPTP.DSDMGR) compiled by UAS Institutional Effectiveness; *UA in Review 2012-2017*; *UAS Retention Study 2012 & 2017*; *UA Recent Alumni Survey 2012 & 2014*; UAS Provost's Office; UAS Deans' offices; UAS Alumni Department; UAS Grants Department; Alaska DoLWD