

**UAS Core Themes, Objectives, Performance Measures, and Goals**

Core Theme #1: Student Success										
Objectives	Performance Measures	Goals	UAS					5-Yr Avg.	UA	AK
			FY14	FY15	FY16	FY17	FY18			
1.1: Access	1.1.1: Pell Grant Recipients (% of Undergraduates)	UA Avg.	17%	17%	17%	18%	18%	x	24%	-
	1.1.2: Student Diversity by Race	AK Avg., within 5%								
	Alaska Native/American Indian		17%	18%	15%	17%	19%	✓	15%	18%
	Hawaii Native/Pacific Islander		2%	2%	1%	1%	2%	✓	1%	2%
	Asian		3%	4%	4%	4%	5%	✓	7%	7%
	Black		2%	2%	2%	2%	2%	✓	3%	5%
	Hispanic (of any race)		4%	5%	5%	6%	6%	✓	6%	6%
	1.1.3: Origin at Entry (% of Alaska Students from Rural Areas)	AK Avg.	39%	40%	41%	42%	41%	✓	23%	20%
1.2: Preparation	1.2.1: First-Time Freshman Not Taking Development Classes	UA Avg.	57%	55%	60%	65%	75%	✓	71%	-
	1.2.2: High Demand Job Areas (% of Awards Earned)	UA Avg.	79%	75%	74%	64%	69%	✓	66%	-
	1.2.3: Full Enrollment (% of Degree Seeking Undergraduates ≥ 30 Credits per AY)	UA Avg.	14%	15%	14%	13%	12%	x	19%	-
	1.2.4: Alaska Performance Scholars (% of UA APS at UAS)	Proportional, 10%	6%	5%	5%	6%	5%	x	-	-
1.3: Success	1.3.1: First-Time Full-Time Freshman Retention Rates (Retained in UA System)	UA Avg.	63%	63%	61%	58%	70%	✓	67%	-
Core Theme #2: Teaching and Learning										
Objectives	Performance Measures	Goals	UAS					5-Yr Avg.	UA	AK
			FY14	FY15	FY16	FY17	FY18			
2.1: Quality of Programs and Services	2.1.1: Course Ratings (Avg. Score out of 4)	Improvement	-	3.4	3.4	3.4	3.5	✓	-	-
	2.1.2: Student Services Ratings (Responsiveness of Staff to Student Needs)	Improvement	-	-	-	81%	-	✓	-	-
	2.1.3: UAS AA and AAS Graduates Continuing on to UA Degree Program in Next Year	UA Avg.	37%	38%	46%	37%	39%	✓	35%	-
	2.1.4: Alumni Survey Satisfaction Ratings	UA Avg.	90%	-	-	-	-	✓	86%	-
2.2: Academic Excellence	2.2.1: Successful Course Completion (% of Successful Courses by Degree Seeking Students)	UA Avg.	80%	81%	80%	80%	80%	✓	78%	-
	2.2.2: Honors Program Students	Growth	14	20	16	10	-	-	-	-
2.3: Quality of Faculty and Staff	2.3.1: Tenured Faculty with Doctorates	UA Avg.	68%	70%	63%	67%	62%	x	74%	-
	2.3.2: Faculty   Staff Diversity by Race	AK Avg., within 5%								
	Alaska Native/American Indian		5%   13%	6%   12%	6%   14%	7%   12%	6%   14%	x	5%   9%	18%
	Hawaii Native/Pacific Islander		0%   1%	0%   0%	0%   1%	0%   1%	0%   2%	✓	0%   1%	2%
	Asian		1%   4%	2%   4%	1%   7%	1%   8%	1%   8%	✓	5%   5%	7%
	Black		1%   0%	0%   1%	0%   1%	0%   1%	0%   1%	✓	2%   3%	5%
	2.3.3: Employee Turnover (Rate of Turnover in Positions Having New Incumbents)	UA Avg.	15%	9%	10%	11%	10%	✓	9%	-
2.4: Effectiveness and Efficiency	2.4.1: Awards Earned for Each Regular FTE Instructional Faculty	UA Avg.	6.8	5.7	6.7	5.5	6.8	✓	4.6	-
Core Theme #3: Community Engagement										
Objectives	Performance Measures	Goals	UAS					5-Yr Avg.	UA	AK
			FY14	FY15	FY16	FY17	FY18			
3.1: Individual Engagement	3.1.1: Alumni Engagement (Ratio of Alumni and Friends Memberships to Prev. FY Graduates)	Growth	61%	51%	62%	63%	68%	✓	-	-
	3.1.2: Course Enrollment in Internships, Practicums, Independent Studies, and Individual Research	Growth, 3% per yr	435	439	413	438	450	✓	-	-
3.2: Institutional Engagement	3.2.1: Community Partnerships (# of Formal MOAs and MOUs)	Growth, 3% per yr	32	37	39	40	38	x	-	-
	3.2.2: Community Engagement (# of UAS-Sponsored Forums, Lecture Series, and Workshops)	Growth, 3% per yr	56	67	61	59	65	✓	-	-
	3.2.3: High Demand Job Areas (% of Awards Earned)	UA Avg.	79%	75%	74%	64%	69%	✓	66%	-
	3.2.4: Awards Earned from Distance Programs	UA Avg.	51%	60%	54%	57%	46%	✓	29%	-
Core Theme #4: Research and Creative Expression										
Objectives	Performance Measures	Goals	UAS					5-Yr Avg.	UA	AK
			FY14	FY15	FY16	FY17	FY18			
4.1: Engagement	4.1.1: New Grant Awards (Amount Requested in Proposal)	Growth, 3% per yr	\$12.6M	\$7.9M	\$1.6M	\$1.2M	\$1.8M	✓	-	-
	4.1.2: New Submitted Grant Proposals	Growth, 3% per yr	39	63	47	28	33	✓	-	-
	4.1.3: Grant Funded Research Expenditures	Growth, \$100K per yr	\$1.3M	\$1.5M	\$1.6M	\$1.5M	\$1.7M	✓	-	-
	4.1.4: Tripartite Faculty Publications and Creative Expressions per Tripartite Faculty, including Creative Expressions such as Juried Exhibits, Published Anthologies, etc.	Growth, 3% per yr			3.8					-
4.2: Learning Impact	4.2.1: Undergraduate Research and Creative Activity Awards	Growth, 3% per yr	13	8	3	10	7	x	-	-
	4.2.2: Full-Time Undergraduate Students that are Research Assistants—including those who are grant funded, general funded—or taking a -98 individual research course (%)	Growth, 3% per yr	4%	4%	4%	4%	5%	x	-	-