



August 25, 2004

**TO:** Pat Pitney  
Director Budget Dev. & Institutional Research  
University of Alaska Statewide

**FROM:** Carol Griffin  
Vice Chancellor for Administration  
University of Alaska Southeast

**SUBJECT:**

### ***UAS Implementation of Performance Based Budgeting***

UAS has established a compound implementation strategy to accomplish Performance Based Budgeting. This strategy was derived using the five performance measures, the President's Accepted Target for FY05 and Goal for FY09 and considering UAS' emerging Decision Based Database.

UAS is currently using a "macro distribution" of targets at the school/dean level. These targets are regional in nature, reflecting the cross campus academic responsibility of each Dean.

#### **Student Credit Hours:**

An approximate 2% increase per year (through 2010) is expected of each of the following academic units--Arts and Sciences; Business, Public Administration and Information Systems; Career Education; Center for Teacher Education.

#### **NGF Revenue Increase:**

Revenue will be distributed to each of the four schools using the same methodology identified above to distribute the credit hour targets.

#### **Research Focus:**

Targets will be distributed exclusively to Natural Sciences.

#### **High Demand Degree Program Graduates:**

These targets will be distributed to Business, Public Administration and Information Systems, Career Education, and Center for Teacher Education with two new graduates expected per program each year.

#### **Retention Rates for First time/Full time Freshman:**

These targets will not be distributed in this scenario. Given the small number of students that fall into this group the MAU requires more information to formulate



a reasonable distribution plan for these targets. Currently, the enrollment management committee, a group comprised of faculty and staff, is working with the student success office on reorganization of the Learning Center and other specialized support for first generational students with a special emphasis on rural and native students.

*By August 2005*, UAS will, with the accumulation of one year of data in our “decision data base”, distribute targets for the first five performance measures in a less aggregated methodology than we currently use. Credit hour targets will be based on differential percentages determined by past performance and anticipated future program growth.

**Credit Hours:**

The student credit hour targets will continue to be regional in nature, however, will be distributed to the four academic units in the following program categories.

- Health and Other (Career education) ;
- Humanities, Social Science, and Math & Science ( Arts & Sciences);
- Business/Law science, Public Administration, and Information Systems (Business, Public Administration, and Information Systems) ;
- Early Childhood, Undergraduate Education, and Graduate Education (Center for Teacher Education).

**NGF Revenue Increases:**

Revenue targets will continue to be primarily driven by the targets for growth in student credit hours and Research focus.

**Research Focus:**

Research targets will remain assigned exclusively to Natural Sciences.

**High Demand Degree Program Graduates:**

High Demand Degree Program Graduation Targets will be assigned to Business, Career Education, and Education at a differential rate based on experience and anticipated growth.

**Retention Rates for First Time/Full Time Freshmen:**

First Time/Full Time freshman retention targets will be differentially assigned to program categories defined under “student credit hours” based upon experience and anticipated improvements resulting from retention efforts. The enrollment management committee, made up of faculty and academic support staff, is designing new approaches to student support services, including the Learning



Center. Additionally, UAS is applying for a TRIO grant to assist the campus with first generation college student retention. This category of students represents the overwhelming majority of UAS undergraduate student population. Through these efforts, the Deans and Provost will be better prepared to distribute the retention targets for first time freshman.

***By August 2006***, UAS will amend the above methodology to include community campus targets for those programs that have single site program ownership, i.e. Health Information Management targets assigned to Sitka campus. Otherwise the methodology will remain the same until the fall of 2007 while the MAU develops a target distribution process that ties more closely to degree offering, rather than course offerings.