



STRATEGIC PLAN GOALS “REPORT CARD”

2008 Calendar Year

Submitted

June 1, 2009

STRATEGIC PLAN GOALS “REPORT CARD” EXECUTIVE SUMMARY

1. Introduction

The purpose of this “Report Card” is to demonstrate that the University engages in an ongoing, integrated and institution-wide planning and evaluation process that 1) incorporates a systematic and explicit review of programs and services that 2) results in continuing improvement, and 3) demonstrates that the University is effectively accomplishing its mission. The “Report Card” is a calendar year summary on the University’s performance on each of the five (5) Goals of the Strategic Plan and is linked to the University’s decision-making and budgeting process. Details of how each Strategic Plan Goal Score has been derived are provided at <http://www.lander.edu/assessment/plans/index.html> in which constituent Units within the University have submitted their Unit’s Goal(s) for meeting one or more of the Strategic Plan Goals. These constituent Units set their own Indicators of Success (performance measures) and benchmarks and rate themselves on their performance at the end of each calendar year. The calendar for producing this “Report Card” is as follows:

January 1	Calendar-year assessment cycle begins.
February 28	Each non-academic unit’s assessment report from the previous calendar year is submitted to the Director of Assessment and Institutional Effectiveness.
May 15	Each academic unit’s assessment report from the current academic year is submitted to the Director of Assessment and Institutional Effectiveness.
June 6 - 15	President submits recommendations to Board of Trustees. Board of Trustees Meeting: President, in consultation with the Board, assesses the recommendations and submits a budget plan based on outcomes assessment from the recommendations.
July 1	Units receive budgets and assessment reports with revised goals or other directives which may have resulted from the review and budgeting process. President brings actions/directives of the Board to the President’s Council.
August 1	President’s Council brings actions/directives to the Director of Assessment and Institutional Effectiveness and to the individual units.
August 1 – December 31	Director of Assessment and Institutional Effectiveness works with individual units to 1) begin getting outcomes assessment data and 2) to set revised/new unit goals and indicators of success.
December 31	Calendar-year assessment cycle ends.

2. Units/Programs Included in This “Report Card”

The Annual Operational Plan for Assessment¹ describes a unified, annual cycle of formal assessment across a number of dimensions including: academic programs (8-year cycle), formative assessments of academic programs (8-year cycle), General Education Competency assessments (4-year cycle), and non-academic programs (2-year cycle). According to the Plan, the following units/programs are included in this “Report Card”: Computer Information Systems, Mathematics, English, Political Science, Environmental Science, Chemistry, General Education Competency D: “Acquire an understanding of scientific concepts,” General Education Competency F: “Acquire an understanding of aesthetic works” and all non-academic units. History and Exercise Science were scheduled for reporting this year but due to extensive revision of goals and indicators of success in both programs, neither was ready in time for the publication of the “Report Card.”

3. The “Report Card”

Each Unit’s annual report provides details of university-wide efforts to determine to what extent we are achieving the Strategic Plan Goals defined by the Lander University Board of Trustees:

1. Learning: | We will promote learning and the development of life skills that will enable each graduate

¹ http://www.lander.edu/assessment/20080905_program_review_cycle.pdf

- to make a meaningful living and live a meaningful life.
2. Enrollment: We will increase the student population through recruiting and retaining highly motivated, diverse students, faculty and staff. We will attract, retain and graduate increasing numbers of students from diverse backgrounds who have the potential to succeed in the university environment.
 3. Linkages: We will enhance linkages with local, regional and statewide constituents to increase enrollment and support the concept of preparing students for a meaningful life by developing and coordinating activities in applied scholarship and service and by providing innovative opportunities in lifelong learning.
 4. Environment: We will improve the learning and living environment of the University, through the appearance and utility of the campus, so that it may serve a larger student body and an increased program of community outreach.
 5. Accountability: We will assure long-term stability of the University through ongoing, comprehensive assessment, planning, financial oversight and management of all areas of the university.

Many units within the University are still in the early stages of setting and/or refining their goals and to devise ways to measure their progress toward meeting them, and by so doing, contributing to meeting the Goals of the University's Strategic Plan. The contents of the following pages will reflect these continuing efforts in establishing Unit Goals, Indicators of Success and Measurements.

The following table shows a summary of each Strategic Plan Goal, the number of Unit Goals, the Strategic Plan Goal Score and the Additional Resources Requested by the reporting Units in order to meet, continue to meet, or to improve performance on an individual Unit Goal. The scoring scale used for deriving the Strategic Goal Score (and for each of the Indicators of Success on the following pages) is:

Target Met:	3.00 – 2.01
Target Partially Met:	2.00 – 1.01
Target Not Met:	0.01 – 1.00

Strategic Plan Goal	Met	Partially Met	Not Met	Not Evaluated ²	Total	Strategic Plan Goal Score ³	Additional Resources Requested ⁴
1. Learning	24	3	0	2	29	2.65	\$300.00
2. Enrollment	7	1	0	0	8	2.55	\$2,000.00
3. Linkages	7	0	0	0	7	2.84	\$4,000.00
4. Environment	15	2	1	2	20	2.70	\$40,000.00
5. Accountability	16	1	0	4	21	2.72	\$0.00
TOTAL	69	7	1	8	85	2.68	\$46,300.00

² Items noted as "Not Evaluated" are generally Indicators of Success that have been established in this reporting cycle with plans for measurement and reporting in a future reporting cycle. For details on the specific Indicators of Success noted as "Not Evaluated", please see the appropriate Unit Outcome Plan and Report at <http://www.lander.edu/assessment/plans/index.html>.

³ The "Strategic Plan Goal Score" column shows the aggregated Unit scores only for the individual Unit Goal(s) and Indicator(s) of Success for the Strategic Goal which were scored and which are reflected in the "Met", "Partially Met", or "Not Met" columns above; therefore, summing the five Strategic Goal Scores and dividing by five will not yield the correct total score of 2.68.

⁴ For details on the specific Indicators of Success, please see the appropriate Unit Outcome Plan and Report at <http://www.lander.edu/assessment/plans/index.html>.