

Strategic Planning Committee  
Minutes of the ZOOM Meeting  
Friday, May 13, 2022

**ATTENDEES:**

Jonathan Glenn (Chair), Patricia Poulter, Kay Hinkle, Shawn Charlton, Janet Wilson, Robin Williamson, Carolos Herrera, Vaughn Scribner, Michael Hargis, Kristin Dooley and Amber Hall (NV)

**BUSINESS:**

Jonathan Glenn called the meeting to order at 3:00 pm.

Minutes: A motion by Jonathan Glenn and second by Kristin Dooley was made to approve the minutes from March 11, 2022. The motion carried.

KPI Proposals from the Subcommittees:

1. Nina Roofe, chair of subcommittee one, although absent from today's meeting, provided a pre-recorded presentation of the KPI proposal from Subcommittee one. Strategic Plan Goal One is *to support and empower students to succeed, operating from the understanding that a holistic definition of success encompasses many interconnected dimensions of development.*
  - a. The key performance indicators to support engaged student learning and high-impact experiences in all courses include:
    - i. Time to degree
    - ii. Full-time employment rate within 6 months of graduation
    - iii. Six-year graduation rate
    - iv. Student retention rate after the first year
    - v. Graduate school placement at graduation by program

Metrics are further broken down by under-represented groups, age 25 and older, non-white students, Pell-eligible students, and first-generation students.

- b. KPIs to attract and retain diverse faculty and staff who are integrated into the campus community include:
          - i. Advertisement of all externally posted faculty positions in national minority recruitment venues.
          - ii. Participation of all newly hired BIPOC faculty who desire to participate in the Minority Faculty Mentoring Program.
          - iii. Faculty diversity as compared to student body diversity in the Diversity Ledger
        - c. KPIs to support efforts to reduce the financial barriers to degree completion for all students include:
          - i. Student's loan debt at graduation
          - ii. Number of students with NC graduation status due to financial barriers

2. Robin Williamson, chair of subcommittee two, presented KPIs that support Strategic Plan Goal Two: *UCA students will have the capabilities to thrive after graduation in whatever avenue suits their path to success.*
  - a. KPIs targeting early career exploration and other programs that enable students as graduates to know where they are going and to be successful in whatever comes next include:
    - i. Career Services participation data
    - ii. CubConnect
    - iii. BearX
    - iv. Outcomes Survey
  - b. KPIs targeting experiential learning include:
    - i. High Impact Programs
    - ii. BearX
  - c. KPIs targeting alumni engagement include:
    - i. Graduway
    - ii. Alumni Relations participation data
3. Michael Hargis, chair of subcommittee three, presented key performance indicators that support Strategic Plan Goal Three: *UCA will position itself to address grand challenges while maintaining the stability of the university, the sustainability of quality programming, and equity of access and success for all stakeholders.*
  - a. KPIs measuring financial and operational stability include:
    - i. Student enrollment metrics
    - ii. Retention and graduation metrics
    - iii. ROI metric
    - iv. Core Expense Ratio
  - b. KPIs supporting measures for equity of access for stakeholders include:
    - i. ADHE Master Plan Alignment
    - ii. Consumer Information metric
    - iii. Percentage of students, staff, and faculty who are from under-represented groups
    - iv. Knowledge measures designed to capture percentage of time students/staff/faculty use campus resources
  - c. KPIs supporting data for grand challenges include:
    - i. Health and Well-Being – grant activity, Be Well participation rates, HPER participation, degrees awarded in health and wellbeing fields
    - ii. Literacy – resource audit to determine where technology, financial, informational, and digital literacy resources are embedded in degree structures and/or on campus for students, faculty and staff
    - iii. Economic Opportunity and Choice – workforce development and continuing professional development programs offered through Outreach, Arkansas Coding Academy, and/or other units on campus, an increase in students’ successful completion of the Capstone Experience Upper-Division UCA Core requirement, VITA tax prep program, VISTA, AmeriCorps and an assessment of UCA majors, degree offering, enrollment patterns and graduation rates to reflect an ability to

provide a range of career options that meet current and future occupational needs for the state and region.

Provost Poulter commended the work of all the subcommittees and noted the different outcomes we are able to document using the same datasets. Also noted were missing metrics for High Impact Practices, OAR, building audits and graduate education.

Jonathan Glenn called for a consensus to advance the proposed KPIs to upper administration for further consideration and refinement. Members agreed.

The meeting adjourned at 4:00-ish.