

INVESTING IN NEBRASKA’S FUTURE

Strategic Planning Framework

2010-2013

Accountability Measures

1. State Funding (1-a-i)

Secure state funding sufficient to support access to high quality programs.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2012-13	Attain sufficient state funding and manage the cost effectiveness of the University so that tuition increases do not exceed 6%.	June 2012	Business
FY 2013-14	Attain sufficient state funding and manage the cost effectiveness of the University so that tuition increases do not exceed 6%.	June 2013	Business
FY 2014-15	Attain sufficient state funding and manage the cost effectiveness of the University so that tuition increases do not exceed 6%.	June 2014	Business

2. Tuition (1-a-ii)

Keep tuition increases moderate and predictable for students and families, consistent with goals of both access and quality.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2012-13	Attain sufficient state funding and manage the cost effectiveness of the University so that tuition increases do not exceed 6%.	June 2012	Business
FY 2013-14	Attain sufficient state funding and manage the cost effectiveness of the University so that tuition increases do not exceed 6%.	June 2013	Business
FY 2014-15	Attain sufficient state funding and manage the cost effectiveness of the University so that tuition increases do not exceed 6%.	June 2014	Business

3. Need-based Financial Aid (1-a-iii)

Expand need-based financial aid and effectively market opportunity and major aid programs (e.g. Collegebound Nebraska, Buffett Scholars, Thompson Learning Communities).

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2011-12	Raise at least \$6 million in private funds (endowment and/or spendable).	Sept. 2012	Academic
FY 2012-13	Raise at least \$6 million in private funds (endowment and/or spendable).	Sept. 2013	Academic
FY 2013-14	Raise at least \$6 million in private funds (endowment and/or spendable).	Sept. 2014	Academic

4. Enrollment (1-b-i)

Increase enrollment, consistent with quality imperatives, to serve Nebraska’s goals for increased educational attainment.

Note: On October 28, 2011, the Board of Regents referred future enrollment metrics to the Academic Affairs committee of the Board for discussion and a report/recommendation at a future date.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2012	1) Increase undergraduate enrollment by 1.5% annually. 2) Maintain a retention rate of 80% or above for undergraduate students.	Oct. 2012	Academic
Fall 2013	1) Increase undergraduate enrollment by 1.5% annually. 2) Maintain a retention rate of 80% or above for undergraduate students.	Nov. 2013	Academic
Fall 2014	1) Increase undergraduate enrollment by 1.5% annually. 2) Maintain a retention rate of 80% or above for undergraduate students.	Nov. 2014	Academic

5. Graduation Rates (1-b-iii)

Increase each campus’s undergraduate six-year graduation rate, with a goal of exceeding the average of its peer institutions.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
2010-11 Academic Year	1) Each campus will maintain or reach the average six-year graduation rate of its peers. 2) All prospective and current undergraduate students are regularly informed and assisted in obtaining the benefit of the University’s four-year graduation guarantee.	Jan. 2013	Academic
2011-12 Academic Year	1) Each campus will maintain or reach the average six-year graduation rate of its peers. 2) All prospective and current undergraduate students are regularly informed and assisted in obtaining the benefit of the University’s four-year graduation guarantee.	Jan. 2014	Academic
2012-13 Academic Year	1) Each campus will maintain or reach the average six-year graduation rate of its peers. 2) All prospective and current undergraduate students are regularly informed and assisted in obtaining the benefit of the University’s four-year graduation guarantee.	Jan. 2015	Academic

6. Faculty Merit Compensation (2-a-i)

To help ensure competitiveness, faculty salaries and incentives (awarded on the basis of merit) and fringe benefits should exceed the average of peer institutions.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2011-12	<ol style="list-style-type: none"> 1) All salary increases should be awarded, to the extent possible, on the basis of merit. 2) Average faculty salaries on each campus shall meet or exceed the midpoint of peers. 3) Once the midpoint of peers has been met or exceeded, an exceptional merit fund shall be established to provide additional incentives related to performance. 	April 2012	Business
FY 2012-13	<ol style="list-style-type: none"> 1) All salary increases should be awarded, to the extent possible, on the basis of merit. 2) Average faculty salaries on each campus shall meet or exceed the midpoint of peers. 3) Once the midpoint of peers has been met or exceeded, an exceptional merit fund shall be established to provide additional incentives related to performance. 	April 2013	Business
FY 2013-14	<ol style="list-style-type: none"> 1) All salary increases should be awarded, to the extent possible, on the basis of merit. 2) Average faculty salaries on each campus shall meet or exceed the midpoint of peers. 3) Once the midpoint of peers has been met or exceeded, an exceptional merit fund shall be established to provide additional incentives related to performance. 	April 2014	Business

7. Faculty Diversity (2-a-iii)

Each campus shall endeavor to meet the university's ongoing commitments to faculty diversity, employing measures permitted by state and federal law.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2011	<ol style="list-style-type: none"> 1) Increase faculty diversity, employing measures permitted by state and federal law. 2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers. 	Sept. 2012	Academic
Fall 2012	<ol style="list-style-type: none"> 1) Increase faculty diversity, employing measures permitted by state and federal law. 2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers. 	Sept. 2013	Academic
Fall 2013	<ol style="list-style-type: none"> 1) Increase faculty diversity, employing measures permitted by state and federal law. 2) Report on the diversity of the faculty and the relative rate of change in faculty composition as compared to peers. 	Sept. 2014	Academic

8. Nebraska Top 25% (3-b-i)

Increase enrollment of Nebraska students ranked in top 25% of their high school class.

Note: On October 28, 2011, the Board of Regents referred the Top 25% metric to the Academic Affairs committee of the Board for discussion and a report/recommendation at a future date.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2012	Increase enrollment of first-time freshmen ranked in the top quartile of their high school graduating class to 50.0%.	Oct. 2012	Academic
Fall 2013	Maintain enrollment of first-time freshmen ranked in the top quartile of their high school graduating class at 50.0% or greater.	Nov. 2013	Academic
Fall 2013	Maintain enrollment of first-time freshmen ranked in the top quartile of their high school graduating class at 50.0% or greater.	Nov. 2014	Academic

9. Merit-based Scholarships (3-b-ii)

Increase support for merit-based scholarships.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2011-12	Raise at least \$6 million in private funds (endowment and/or spendable).	Sept. 2012	Academic
FY 2012-13	Raise at least \$6 million in private funds (endowment and/or spendable).	Sept. 2013	Academic
FY 2013-14	Raise at least \$6 million in private funds (endowment and/or spendable).	Sept. 2014	Academic

10. Nonresident Student Enrollment (3-c-i)

Increase enrollment of nonresident undergraduate students at UNL, UNO and UNK.

Note: On October 28, 2011, the Board of Regents referred future enrollment metrics to the Academic Affairs committee of the Board for discussion and a report/recommendation at a future date.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2012	Increase the number of new nonresident undergraduate students by 1.5% percent annually.	Oct. 2012	Academic
Fall 2013	Increase the number of new nonresident undergraduate students by 1.5% percent annually.	Nov. 2013	Academic
Fall 2014	Increase the number of new nonresident undergraduate students by 1.5% percent annually.	Nov. 2014	Academic

11. Workforce Development (3-h-i and 3-h-iii)

Analyze areas of future workforce demand, including job and self-employment opportunities in non-growth rural communities and economically disadvantaged urban areas, and strengthen or develop curricula and programs appropriate to the university in alignment with those areas. (3-h-i) Develop distance education and other educational programs that permit Nebraskans to prepare for jobs and opportunities to meet future workforce demands. (3-h-iii)

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2011	Review new internal and external research on workforce needs and update categories of employment for purposes of aligning university programs to changing needs.	March 2012	Outreach
Fall 2012	Address program alignment revisions to meet workforce needs based on Fall 2011 data.	March 2013	Outreach
Fall 2013	Address program alignment revisions to meet workforce needs based on Fall 2011 data.	March 2014	Outreach

12. Research (4-a-i)

Increase federal support for instruction, research and development, and public service.

Note: On March 11, 2011, the metric for the University of Nebraska at Kearney was referred to the Academic Affairs Committee of the Board of Regents for discussion and a report/recommendation at a future date.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
FY 2010-11	<ol style="list-style-type: none"> 1) Increase UNL and UNMC federal research awards from all federal agencies at a rate 20% higher per year than weighted total national federal awards per year on three-year rolling average. 2) For UNO and UNK, achieve seven percent compounded growth annually, continuing progress toward the ten-year goal of doubling sponsored awards for instruction, research and public service from all sources over FY 2005-06 awards of approximately \$11.2 million and \$2.3 million, respectively. 	March 2012	Academic
FY 2011-12	<ol style="list-style-type: none"> 1) Increase UNL and UNMC federal research awards from all federal agencies at a rate 20% higher per year than weighted total national federal awards per year on three-year rolling average. 2) For UNO and UNK, achieve seven percent compounded growth annually, continuing progress toward the ten-year goal of doubling sponsored awards for instruction, research and public service from all sources over FY 2005-06 awards of approximately \$11.2 million and \$2.3 million, respectively. 	March 2013	Academic
FY 2012-13	<ol style="list-style-type: none"> 1) Increase UNL and UNMC federal research awards from all federal agencies at a rate 20% higher per year than weighted total national federal awards per year on three-year rolling average. 2) For UNO and UNK, achieve seven percent compounded growth annually, continuing progress toward the ten-year goal of doubling sponsored awards for instruction, research and public service from all sources over FY 2005-06 awards of approximately \$11.2 million and \$2.3 million, respectively. 	March 2014	Academic

13. Entrepreneurship (5-d)

Support entrepreneurship education, training and outreach.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Spring 2012	<ol style="list-style-type: none"> 1) Increase training hours invested by program participants by 5% of 65,362. 2) Increase number of clients assisted by 5% of 10,307. 3) Increase number of SBIR/STTR applications by 10% of 77. 4) Increase number of SBIR/STTR awards by 5% of 21. 5) Increase investment in NU assisted companies by 10% of \$52,237,513. 6) Increase NU assisted business start-ups and transitions by 5% of 583. 	April 2012	Outreach
Spring 2013	Evaluate and modify annual targets as appropriate.	April 2013	Outreach
Spring 2014	Evaluate and modify annual targets as appropriate.	April 2014	Outreach

14. LB 605 (6-a-ii)

Implement the second phase of LB 605 to repair, renovate and/or replace specific university facilities.

A capstone report on LB 605 was presented to the Board of Regents in January 2011.

15. Business Process Efficiencies (6-c-ii)

Leverage roles and missions of campuses to find savings and cost reductions through academic, administrative and business process efficiencies and effectiveness.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
2012 Calendar Year	<ol style="list-style-type: none"> 1) Short-Term Cash/Investments: Exceed average of similar fund types 2) Endowments: Exceed average of similar fund types 3) Debt: Maintain Aa2 rating; exceed 1.15 coverage 4) Capital: Capital Queue 5) Human Resources: Meet midpoint of peers in faculty and staff salaries 	<ol style="list-style-type: none"> 1) June 2012 2) January 2013 (no Dec. 2012 meeting) 3) January 2013 (no Dec. 2012 meeting) 4) Quarterly 5) April 2012 	Business
2013 Calendar Year	<ol style="list-style-type: none"> 1) Short-Term Cash/Investments: Exceed average of similar fund types 2) Endowments: Exceed average of similar fund types 3) Debt: Maintain Aa2 rating; exceed 1.15 coverage 4) Capital: Report on Capital Queue 5) Human Resources: Meet midpoint of peers in faculty and staff salaries 	<ol style="list-style-type: none"> 1) 2nd Quarter 2013 2) 4th Quarter 2013 3) 4th Quarter 2013 4) Quarterly 5) 2nd Quarter 2013 	Business

2014 Calendar Year	<ol style="list-style-type: none"> 1) Short-Term Cash/Investments: Exceed average of similar fund types 2) Endowments: Exceed average of similar fund types 3) Debt: Maintain Aa2 rating; exceed 1.15 coverage 4) Capital: Report on Capital Queue 5) Human Resources: Meet midpoint of peers in faculty and staff salaries 	<ol style="list-style-type: none"> 1) 2nd Quarter 2014 2) 4th Quarter 2014 3) 4th Quarter 2014 4) Quarterly 5) 2nd Quarter 2014 	Business
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16. Student Learning Assessment (6-g)

Provide accurate and transparent information to the public about college costs and student learning and success outcomes.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Fall 2011	<ol style="list-style-type: none"> 1) Annual or other periodic review, as available, by the Board of performance on standardized examinations and surveys, including the National Survey of Student Engagement and professional licensure examinations. 2) Annual review by the Board of participation in pilot programs to measure student learning outcomes, such as the Collegiate Learning Assessment. 	April 2012	Academic
Fall 2012	<ol style="list-style-type: none"> 1) Annual or other periodic review, as available, by the Board of performance on standardized examinations and surveys, including the National Survey of Student Engagement and professional licensure examinations. 2) Annual review by the Board of participation in pilot programs to measure student learning outcomes, such as the Collegiate Learning Assessment. 	April 2013	Academic
Fall 2013	<ol style="list-style-type: none"> 1) Annual or other periodic review, as available, by the Board of performance on standardized examinations and surveys, including the National Survey of Student Engagement and professional licensure examinations. 2) Annual review by the Board of participation in pilot programs to measure student learning outcomes, such as the Collegiate Learning Assessment. 	April 2014	Academic

17. Global Engagement - Study Abroad (3-d-i)

Significantly increase the number of undergraduates studying abroad, with the goal of ultimately providing the opportunity for every undergraduate to study abroad.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Academic Year 2010-11	By 2019-20, the University shall increase the number of students who have participated in a study or work abroad program to 2,128. Using the base academic year 2009-10 when 1,064 participated in such programs outside the U.S., the University will achieve slightly more than 7% growth compounded each year to reach the goal.	June 2012	Academic
Academic Year 2011-12	Continue progress toward doubling by 2019-20 the number of students who have studied or worked abroad by achieving average annual growth of slightly more than 7%.	June 2013	Academic
Academic Year 2012-13	Continue progress toward doubling by 2019-20 the number of students who have studied or worked abroad by achieving average annual growth of slightly more than 7%.	June 2014	Academic

18. Global Engagement – International Student Enrollment (3-d-ii)

Significantly increase the number of international undergraduates and graduates studying at the university.

Note: On October 28, 2011, the Board of Regents referred future enrollment metrics to the Academic Affairs committee of the Board for discussion and a report/recommendation at a future date.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Academic Year 2011-12	By 2019-20, the University shall increase the number of international students enrolled to 6,036. Using the base academic year 2009-10 when 3,018 international students were enrolled, the University will achieve slightly more than 7% growth compounded each year to reach the goal.	Oct. 2012	Academic
Academic Year 2012-13	Continue progress toward doubling by 2019-20 the enrollment of international students by achieving average annual growth of slightly more than 7%.	Nov. 2013	Academic
Academic Year 2013-14	Continue progress toward doubling by 2019-20 the enrollment of international students by achieving average annual growth of slightly more than 7%.	Nov. 2014	Academic

19. Distance Education (1-g-i)

The University will offer a variety of its academic programs by distance education through Online Worldwide in an effort to provide access to the University of Nebraska to the people of the state and beyond the boundaries of the state who are unable to enroll in programs offered only on campus.

Reporting Period	Accountability Measure	Report Date	Reporting Committee
Academic Year 2010-11	Online Worldwide shall increase its student credit hours from distance-only students in Nebraska and beyond the boundaries of the state each by 10% annually for the next five years, beginning with the base academic year of 2009-10 when distance-only credit hours were 52,460, or 53% of all distance education credit hours.	April 2012	Academic
Academic Year 2011-12	Increase student credit hours from distance-only students in Nebraska and beyond the boundaries of the state each by 10% annually through 2014-15.	April 2013	Academic
Academic Year 2012-13	Increase student credit hours from distance-only students in Nebraska and beyond the boundaries of the state each by 10% annually through 2014-15.	April 2014	Academic