

Overall Performance Indicator Summary (August 1, 2015)

Performance Indicator <i>**proposed objectives and indicators are highlighted in yellow</i>	Mission Essential	Strategic Plan	State Performance
Goal 1: Snow College honors its history and advances its rich traditions of learning by providing a vibrant learning environment that empowers students to achieve their educational goals.			
1. Students completing degrees or certificates demonstrate achievement of the learning outcomes identified for the degree or certificate received	x		
a. Student accomplishment of general education outcomes	x	x	
b. Student accomplishment of Associate of Applied Science education outcomes	x	x	
c. Student accomplishment of program-specific learning outcomes	x		
2. Efficiency in academic outcome attainment	x		x
a. Number of degrees awarded per 100 FTE	x		x
b. Number of students taking 15 or more credits per semester (30 or more credits per year)	x		x
c. Average time to completion of Math 1050 by prepared and under-prepared students.	x		x
3. Market-demand of degrees and certificates	x		x
a. Number of STEM-related degrees or certificates	x		x
b. Number of new programs/degrees in STEM-related fields	x	x	
c. Number of students pursuing STEM-related fields of study while at Snow College	x	x	x
4. Students achieve their intended educational goals at Snow College	x		
a. Persistence/retention rates	x		x
b. Graduation rates	x		x
c. Success rates	x		x

d. Student perception of their Snow College experience	x		
5. Students succeed in their major when they transfer	x		
a. Transfer rates	x		x
b. Performance after transfer	x		
6. Students succeed in the workforce when they find employment in their chosen field	x		
a. Licensure and certification pass rates	x	x	
b. Job placement rates	x		
c. Employer satisfaction with graduates	x	x	
7. Exiting students are satisfied with the services provided by the administrative departments of the College	x		
a. Student perception of their Snow College experience	x		
8. Snow College continues to achieve national rankings in key elements of the College	x		
a. Institutional rankings (Aspen Institute, etc.)	x		
b. Athletic Team rankings	x		
c. Discipline-specific rankings	x		
d. IPEDS rankings	x		
9. Support for underserved populations	x	x	x
a. Number of minority students	x	x	x
b. Success rates of minority students	x	x	x
c. Success rates of Pell students	x	x	x
d. College completion performance of students in developmental programs/courses	x	x	x
10. Design and implement a new, integrative model for general education	x	x	
11. Hire a General Education Director	x	x	
12. Salary Equity for current and existing faculty	x	x	

a. Salary and Benefit equity study	x	x	
b. Legislative proposals and funding results	x	x	
c. Hiring practices and policies	x	x	
d. Faculty workload and compensation policy	x	x	
e. Faculty retention rates	x	x	
f. Faculty attrition rates and rationale	x	x	
13. Affordably competitive tuition and housing costs	x	x	
a. Tuition and Fee rates	x	x	
b. On and off-campus housing rates	x	x	
Goal 2: Through initiatives that create and sustain a college-wide culture of innovation, Snow College encourages and supports innovation by developing dynamic teaching, learning and engagement experiences for students, faculty, staff and the community.			
14. The College creates a cultural “blueprint” that encourages innovative curricular and co-curricular practices	x		
a. The Innovation Task Force	x		
b. Innovation “white papers” circulated among faculty and staff	x		
c. An annual report presented to various committees that highlights innovative initiatives and best practice results.	x		
15. The College allocates resources to promote inventive responses to needs derived from assessment(s)	x		
a. Funding for innovative faculty/staff proposals	x		
b. Innovation celebration of faculty/staff accomplishments	x		
16. The College seeks and incorporates new/best practices to maximize student success.	x		
a. Percentage of employees participating in professional development activities	x		

b. Percentage of employees who incorporate information/skills obtained from professional development activities	x		
c. Faculty/Staff summary reports regarding their success in implementing best practices	x		
17. Establish quality initiatives for the Rural Superintendent's Concurrent Enrollment proposal (Senate Bill 38).	x	x	x
18. Improve quality of developmental education across campus	x	x	
19. Implement more robust faculty and staff development activities that support quality instruction	x	x	
20. Develop a process rubric for four-year degree program proposals	x	x	
21. Program articulation and pathways	x	x	
a. Number of articulated programs	x	x	
b. Number of majors that offer pathways to job placement and/or transfer	x	x	
22. The College creates a culture of innovation by encouraging creative and original thinking among students	x		
a. Orientation exposure/instruction on creative thinking in the classroom.	x		
b. Division sponsored activities that encourage the use of creative problem-solving skills	x		
c. Number of course re-designs based on best practices	x	x	
d. Number of new courses that use best practice pedagogies	x	x	
e. Course evaluation averages on creative thinking and innovation encouragement in the classroom	x		
Goal 3: The College creates learning and service opportunities, locally and globally, to engage students, faculty, staff and the surrounding community.			

23. Wide-ranging student-centered activities and experiences	x		
a. Student perceptions related to engagement as measured by national questionnaires	x		
b. Percentage of students involved in structured service-learning activities	x		
c. Percentage of students involved in the Honors program	x		
d. Percentage of students involved in student leadership activities on campus	x		
e. Percentage/Number of students participating in global learning or engagement activities on campus or abroad	x		
24. Collaborative, discipline-specific professional engagement experiences	x		
a. Number of faculty-directed events that apply classroom instruction to real-world settings	x		
b. Number of professional conferences in which students and faculty collectively participate	x		
c. Number of workforce programs with GE infused courses or coursework	x	x	
25. Student employment opportunities	x	x	
a. On-campus student employment rates	x	x	
b. Career-Badger participation/placement	x	x	
26. The College enriches the surrounding community	x	x	
a. Number of public school students who participate in college-sponsored activities	x		
b. Number of adults/seniors or other continuing/community education students	x		
c. Number of community members attending college events or activities	x		
27. The creation of educational opportunities amenable to the working adult	x	x	

a. Number of evening courses offered	x	x	
b. Number of weekend of condensed block courses offered	x	x	
c. Number of life-skills courses offered	x	x	
d. Number of students participating in the College's Adult Education/Literacy program.	x	x	x
28. The development of "sustainable regions" within the College's service area	x	x	
a. Number of new programs developed to meet economic need	x	x	
b. Percentage increase per capita income in the six-county area	x	x	
c. Percentage increase in the number of non-governmental jobs in the six-county area.	x	x	
29. Improve the relationship of the College with six-country industry providers	x		
a. Number of cooperative relationships with industry	x	x	
30. Implement new technologies and other efficiencies on campus and in the community, where appropriate	x	x	
31. Campaigns to increase funding for institutional aid packages	x	x	
a. Employee Giving Campaign	x	x	
b. Number of new private scholarships or endowments	x	x	
c. Amount of private funding dollars	x	x	
d. Capital campaign for building projects	x	x	x