System universities are currently completing their initial action plans. Identified as a key element in the System’s strategic plan to ensure greater accountability. Annual action plans will be used to provide a view of where the university is, where it’s been, and where it is headed. In doing so, a clearer snapshot of the university will be created. As designed, the action plans will contain data and information that will eliminate a number of individual reports (e.g., budget reports, performance funding reports, reports on pricing pilots).
PASSHE’s Strategic Plan has four Strategic Goals including numerous strategies to achieve each Goal.

- Goal 1. Ensure academic program excellence and relevance
- Goal 2. Enable more students to obtain credentials that prepare them for life, career and the responsibilities of citizenship
- Goal 3. Develop new funding strategies, diversifying resources and managing costs to preserve affordability
Goal 4. Provide increased accountability and transparency; with a focus on results. One of the strategies listed to achieve this goal is to:

— “Ensure the development of detailed annual action plans from each university and the Office of the Chancellor to improve transparency and document progress toward System and university strategic goals.”
See *Financial Dashboards* presentation for further information

Key metrics include a number of measures and data points that have been part of previous University reports that will now be consolidated in this report.
Task Force Membership

- Indiana University
  President Driscoll, Dr. Tim Moerland, Dr. Cornelius Wooten, and Ms. Barbe Moore

- Lock Haven University
  President Fiorentino, Dr. Scott Carnicom, Dr. Susan Rimby, Dr. Stephen Neun, Mr. Mike Abplanalp

- Millersville University
  President Anderson, Dr. Vilas Prabhu, Mr. Roger Bruszewski, Dr. Lisa Shibley

- Office of the Chancellor
  Dr. Peter Garland, Dr. Kathleen Howley, Ms. Lois Johnson, Ms. Charlotte Osmolenski, Ms. Georgia Prell
Templates have been developed initially through the 3 pilot universities and are now (April, 2015) are being completed by universities. Much of the data contained in the templates (and described on subsequent slides) were populated by the System Research Office. While templates will be submitted in late spring 2015, please consider then a “work in progress” that will be modified and refined in the subsequent years to maximize utility in understanding where universities are, where they have been, and where they are headed. Measurement and methodology issues will need be resolved over time.
Draft Action Plan Template

Major sections:

• Strategy

• Key Performance Indicators

• Academic Program

• Financial Information
Strategy Section

University Mission —
Description of the university’s purpose and primary objective for success

University Vision —
Description of university goals and aspirations for the years ahead

Statement of Strategy —
Description of the strategy for fulfilling your university’s vision and mission, given the current strengths, challenges and available resources
Programs of Distinction

Academic Programs of Distinction -
Identify the top 3 or 4 Program areas

Other Programs of Distinction -
Identify other services, programs or community engagement accomplishments that the institution wishes to highlight
University Strengths and Opportunities

- Identify core capabilities
- Identify opportunities
- Identify challenges and obstacles
Strategic Goals

University Strategic Goals –
   Section designed to identify university goals and list initiatives and strategies to drive improvement towards the goals.

System Strategic Goals –
   Identify where the university goals align with the 4 System Strategic Goals
Strategic Enrollment Management

Planned enrollment by student type

– Undergraduates
  • Freshmen, Transfer, Veterans, Adult Learners

– Graduates
  • Master’s, Research Doctorate, Professional Doctorate

– Certificates, Letters of Completions, Non-degree Students

– Enrollment by Method of Instruction
  • Distance Education, Traditional, Off-Campus
“Expected graduation rates” refers to an analysis based on student characteristics (high school grades, SAT scores, and other data) by which given the student mix at a university, does it graduate students at the “expected” rate or is that rate better or worse. The notion is that universities that are successful with students whose academic potential is less than average should be recognized for the value they have added in moving students through to degree completion.

We are working on data sources to determine more precisely the employment or the continuing education (graduate and professional) of students graduating from a System university.
Performance Funding Indicators

Common to All Universities
(Mandatory Measures)

• Degrees Conferred
• Closing the Achievement Gaps
• Closing the Freshman Access Gaps
• Faculty Diversity

University Selected Indicators

• Unique to each institution

The current performance funding measures and evaluation will be included as part of the action plan. The separate Performance Funding report will be eliminated.
Academic Programs

- Academic Program Productivity
  - New Programs
  - Reorganized Programs
  - Programs in Moratorium
  - Programs Discontinued

- Planned new and emerging Academic Programs
  - Two years of programs for possible Board of Governors Consideration

- Accredited Programs
Universities will be reporting on the results of Pricing Flexibility Pilots (tuition and/or fee) as part of the action plan in order to meet the requirements for Board approval.
Questions:

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