

Executive Summary: PSU - KBOR Performance Agreement

Proposal submission deadline: July 15, 2007

Covers calendar years: 2008, 2009, 2010

Report on CY 2008 Due: March 1, 2009

Goal 1:

Serve the needs of Kansas and regional communities by producing graduates prepared for careers in critical and emergent professions and graduates who are prepared for the workplace. (Regents' System Goal C: Improve Workforce Development)

Indicators:

1. Number of nursing graduates
2. Number of students pursuing the Master of Arts in Teaching (MAT)
3. Number of program completers in teaching areas which have critical shortages, including Biology, Chemistry, Math, Physics, Physical Science, Music, Special Education, and ESLO
4. Number of student contacts in programs and services offered by the Career Services Office
5. Number of students completing internships or other applied/field experiences as a part of their academic programs

Goal 2:

Improve student learning by improving student writing skills, technological skills, and international experiences. (Regents' System Goal B: Improve Learner Outcomes)

1. Percent of senior-level students that demonstrate "Proficient" or "Competent" writing skills, as measured by an in-house writing assessment instrument (Direct)
2. Number of faculty trained in discipline-specific writing and participating in the senior-level assessment activities (Indirect)
3. Number of written papers or reports between 5 and 19 pages as reported by senior-level students on NSSE (Indirect)
4. Number of students demonstrating computer fluency via an online assessment tool administered in Freshman Experiences classes (Direct)
5. Number of students participating in IKE (International Knowledge and Experience) (Direct)

Goal 3:

Expand access to higher education for American-Minority students. (Regents' System Goal D: Increase Targeted Participation/Access)

1. Number of minority students enrolled as new freshmen
2. Number of minority students enrolled as new transfer students
3. Amount of funds offered for minority recruitment and scholarships
4. Number of faculty and staff attending diversity training activities
5. 1st year retention rate of new freshmen minority students

Goal 4:

Create greater efficiencies and seamlessness in Kansas Postsecondary System through partnerships with community colleges and technical colleges. (Regents' System Goal A: Efficiency/Effectiveness/Seamlessness)

1. Number of transfer students from community/technical colleges
2. Number of articulation agreements
3. Number of courses offered on Pittsburg State University campus by community/technical colleges
4. Number of integrated electronic and shared learning systems with high schools and community/technical colleges
5. Number of students enrolled in Bachelor of Applied Science Degree in Technology

Performance Agreement

Goal Action Committees

Goal 1: *Serve the needs of Kansas and regional communities by producing graduates prepared for careers in critical and emergent professions and graduates who are prepared for the workplace.* (Regents' System Goal C: Improve Workforce Development)

Committee Chair – Mr. David Hogard

Members:

Dr. Mary Carol Pomatto (Chairperson, Nursing)
Dr. Rozanne Sparks
Dr. Howard W. Smith (Interim Chair, Curriculum & Instruction)
Dr. David O'Bryan
Mr. Jim Sours

Goal 2: *Improve student learning by improving student writing skills, technological skills, and international experiences.* (Regents' System Goal B: Improve Learner Outcomes)

Committee Chair – Dr. Bob Wilkinson

Members:

Ms. Charlotte Barnett (Assessment Coordinator)
Dr. Brenda Frieden
Dr. Don Judd
Mr. Chuck Olcese
Dr. Stephen Meats (Interim Arts and Sciences Dean)
Dr. Richard Dearth (Business Dean)

Goal 3: *Expand access to higher education for American-Minority students.* (Regents' System Goal D: Increase Targeted Participation/Access)

Committee Chair – Ms. Melinda Roelfs

Members:

Ms. Leslye Steptoe
Mr. Eric Wilkinson
Dr. Steve Erwin
Dr. Andy Tompkins
Ms. Michele Sexton
Dr. James McAfee

Goal 4: *Create greater efficiencies and seamlessness in Kansas Postsecondary System through partnerships with community colleges and technical colleges.* (Regents' System Goal A: Efficiency/Effectiveness/Seamlessness)

Committee Chair – Dr. Peggy Snyder

Members:

Dr. Robert Masters (Director of Community College and Workforce Partnerships)
Ms. Melinda Roelfs
Dr. Bruce Dallman (Technology Dean)
Mr. Bob Walter (Learning Resources Dean)
Mr. Jerry Smith
Ms. Kim Carlson
Ms. Barbara VanBecelaere

Dr. Bob Wilkinson and Mr. Brian Perry will serve as an ex-officio on all four Action Committees

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Steering Committee

Dr. Bill Ivy, Chair
Dr. Peggy Snyder
Dr. Lynette Olson
Mr. David Hogard
Ms. Melinda Roelfs
Dr. Bob Wilkinson
Mr. John Patterson
Dr. Brad Hodson

Performance Agreements

THE BASIC FACTS

Basic facts on developing and implementing Performance Agreements with the Kansas Board of Regents:

- Performance Agreements were established by an act of the Kansas legislature and they apply to those institutions governed or coordinated by the Kansas Board of Regents
- An institution must choose from 3-6 institutional goals
- Institutional goals shall support at least three of the Regents' System Goals
- All institutional goals must be "stretch" goals
- No more than five measures of performance (referred to as indicators) can be proposed for each institutional goal
- Use of process outcomes (indicators) as measures is strongly discouraged
- At least half of the measures of performance supporting the learner outcomes goal shall be direct measures of learner outcomes
- Progress toward institutional goals shall be measured as continuous directional improvement in the institutional indicators

Basic facts about scoring the result of institutional effort:

- Continuous directional improvement means:
 - Improvement over the baseline during the first year for a majority of the indicators under a goal;
 - Improvement from year to year for a majority of the indicators under a goal in subsequent years
- Must meet this criterion on a majority of the institutional goals to earn full funding

What it means to fail:

- Did not make continuous directional improvement in the majority of the goals

What the consequences for failing are:

- Institution is denied new funding for the next fiscal year
- The funds are added to the base for the following fiscal year

Regents' System Goals:

Regents' System Goal A: Increase System Efficiency/Effectiveness/Seamlessness

Institutions will become more efficient, effective, and seamless, in part by initiating or strengthening collaborative efforts within and across sectors.

Regents' System Goal B: Improve Learner Outcomes

Institutions will improve learner outcomes. "Learner outcomes" is broadly defined to include graduation rates, retention rates, success rates, and other direct and indirect measures of student learning.

Regents' System Goal C: Improve Workforce Development

Institutions will improve career preparation, job placement, and lifelong learning activities to better reflect the current and emerging needs of the state.

Regents' System Goal D: Increase Targeted Participation/Access

Institutions will increase participation of under-served populations in postsecondary education and organized lifelong learning activities. "Participation" is broadly defined to include enrollment, retention, graduation, and similar measures.

Regents' System Goal E: Increase External Resources

Institutions will increase or leverage financial support from extramural sources for research, scholarship, or program development activities that more effectively enhance economic development within the state.

Regents' System Goal F: Improve Community/Civic Engagement

Institutions will improve civic/community engagement of postsecondary educational institutions and students to the benefit of Kansas' communities.