

Pittsburg State University Performance Agreement 2017-2019

Fall 2015 FTE: 6,771

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Date: June 20th, 2015

Pittsburg State University	Foresight Goals	3yr History	AY 2017 (Summer 2016, Fall 2016, Spring 2017)		AY 2018 (Summer 2017, Fall 2017, Spring 2018)		AY 2019 (Summer 2018, Fall 2018, Spring 2019)	
			Institutional Performance	Outcome	Institutional Performance	Outcome	Institutional Performance	Outcome
1 Increase First to Second Year Retention Rates	1	2012 Cohort = 74.3% 2013 Cohort = 72.3% 2014 Cohort = 74.5% Baseline: 73.7%						
2 Increase Success Rate in General Education Coursework	2	AY 2014 = 82.2% (1207/1468) AY 2015 = 81.0% (1127/1391) AY 2016 = 85.3% (1175/1377) Baseline: 82.8%						
3 Maintain or Improve Ranking on Quality Measures (retention, graduation, research expenditures and faculty qualifications) among Peers	3	AY 2013 = 1.8 AY 2014 = 1.8 AY 2015 = 1.8 Baseline: 1.8						
4 Increase Credit Hours Completed through Distance Education	1	AY 2014 = 18,493 AY 2015 = 21,495 AY 2016 = 22,234 Baseline: 20,741						
5 Increase Number of Bachelor's Degrees Granted to Domestic Minorities	1	AY 2013 = 113 (of 1051) AY 2014: 127 (of 1136) AY 2015: 153 (of 1218) Baseline: 131						
6 Increase Amount of Scholarship Funds Raised	3	AY 2013 = \$1,800,098 AY 2014 = \$2,232,575 AY 2015 = \$2,149,830						

Pittsburg State University Performance Agreement 2017-2019 Narrative

Indicator 1: Increase First to Second Year Retention Rates

An ongoing indicator in our performance agreements has been first to second year retention. The retention rate is calculated by determining the number of full-time, first-time bachelor's (or equivalent) degree-seeking undergraduate students who were enrolled on the 20th day of a fall semester who returned and were enrolled on the 20th day of the next fall semester (e.g., fall 2016 to fall 2017). PSU has been and continues to be a predominantly residential campus that enrolls a significant number of traditional aged, direct from high school students. We include this indicator because both nationally and at PSU, approximately half of new first-year students who do not graduate from the institution leave during or after their first year. Improving on this indicator will lead to improvement on another Goal I indicator, six year graduation rate. PSU is currently in the process of using results from a recent extensive analysis of student retention data and student survey results to develop a comprehensive plan to increase student retention, initially targeting freshmen success and first to second year retention rates.

Indicator 2: Increase Success Rate in Core General Education Coursework

PSU will track level of success in General Psychology, as defined by percentage of students enrolled in the course at the beginning of the semester (after the clear drop date on day 11) that achieve a passing grade. This course is required of all undergraduate students and addresses outcomes from all three of PSU's general education goals: (1) Students should be able to communicate effectively; (2) Students should be able to think critically; and (3) Students should be able to function responsibly in the world in which they live. As such, success in General Psychology is the best single indicator of institutional success in general education. In addition, rate of drops, failing grades, withdrawals, and incompletes, (DFWIs) in required general education courses is one of the strongest predictors of degree completion at PSU. Currently, PSU is involved in a major student success initiative, addressing factors that increase likelihood of successfully completing a degree and entering the workforce. General Psychology is targeted initially as it has one of the highest student enrollments along with one of the lowest rates of success of all general education courses at PSU.

Indicator 3: Maintain or Improve Ranking on Quality Measures (retention, graduation, research expenditures and faculty qualifications) among Peers

To determine relative rank among five peers (those institutions considered to be comparable in enrollment, location, resources, student profile, etc.), four variables generally accepted as measures of institutional quality were identified, data were compiled from reputable, external sources (e.g., IPEDS, NSF), and the institutions were ranked on each variable. An average rank was then computed to establish the baseline. The four quality measures are: first to second year retention, six-year graduation rate, percentage of full-time faculty with terminal degrees and research expenditures. Responding to a charge from the Kansas Board of Regents, the University has gone through a thoughtful, data informed process to develop sets of both peer and aspirant institutions by which to benchmark progress on a number of quality measures. University initiatives are directed toward improving the University's performance on all four measures. University retention initiatives that will improve graduation rates have been addressed previously in this document. A number of initiatives within colleges and departments also focus on degree completion for their majors. The Polymer Chemistry initiative and the new Doctor of Nursing Practice degree continue to offer great promise for increased

research funding.

Indicator 4: Increase Credit Hours Completed through Distance Education

This indicator assesses growth in distance education opportunities for students by tracking semester credit hours completed through online courses. Using the credit hour metric will allow us to account for expansion of both individual course offerings and degree programs. Providing greater opportunity for online learning is important to address the needs of students whose circumstances do not allow them to attend classes at a physical location or who find online courses their preferred way of learning. It is widely understood that PSU must become more aggressive in the highly competitive online environment. Resources have been allocated and strategies developed to support expansion of online offerings. Faculty professional development and training in online instruction is at the core of this initiative. Over the span of this agreement, PSU will market the twenty current online degree and certificate programs to increase enrollment, expand individual course offerings so that students can complete all general education courses online and add at least one undergraduate and one graduate program for complete online delivery.

Indicator 5: Increase Number of Bachelor’s Degrees Granted to Domestic Minorities

This indicator tracks increases in the number of degrees awarded to domestic minority students, whether students started at PSU or matriculated at another institution and transferred to us. In recent performance agreements, our focus has been on access as measured by increases in applications and headcount enrollment of domestic minorities. Our enrollment has increased significantly as we strive to mirror the demographic profile of the state. Though we will continue outreach efforts to attract more domestic minority students to the University, this indicator shifts the focus to student success and completion, a logical next step. Retention and completion initiatives will center on collaborative efforts among the Student Life Division, the Office of Student Diversity, Student Success Programs and faculty advisors in the academic programs. These efforts will include careful attention to major selection, course placement and curriculum planning, as well as proactive measures to encourage success in the classroom and beyond. Examples of these efforts include early alert, academic advising, degree checks, financial aid workshops, and mentoring.

Indicator 6: Increase Amount of Scholarship Funds Raised

This indicator will track success in fundraising for student scholarships. The specific metric is cash gifts (i.e. planned gifts are not included) raised in the fiscal year, which corresponds closely to the academic year. As state support has diminished and tuition has increased to fill the funding gap, an additional financial burden has fallen on students and their families. A three-year scholarship campaign, *Pathways to PSU*, concluded on June 30, 2014. The campaign goal was to raise \$12 million for new scholarships; the total raised was \$13.1 million. The current capital campaign, *Proven.Promise.PittState.*, also has a scholarship component; to raise an additional \$8 million for scholarships through FY18.

